

**NOTICE TO EMPLOYEES  
POSTED BY ORDER OF THE  
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
An Agency of the United States Government**

Notice is posted pursuant to a Decision and Order by the United States Equal Employment Opportunity Commission, dated July 29, 2021, which found that violations of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e *et seq.* have occurred within the **U.S. Department of Health and Human Services (HHS), Office of Assistant Secretary for Emergency Preparedness and Response (ASPR), Office of Chief Operating Officer, Division of Administrative Management in Washington, D.C.** Federal law prohibits discrimination against any employee or applicant for employment because of the person's RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, DISABILITY, or RETALIATION with respect to hiring, firing, promotion, compensation, or other terms, conditions or privileges of employment.

**HHS** supports and will comply with such Federal law and will not take action against employees because they have exercised their rights under law.

ASPR was found to have violated non-discrimination laws when because of an employee's race, sex and in retaliation for engaging in protected EEO activity, the employee was denied selection to a position, given a lowered performance appraisal, given a desk audit tainted by discrimination and retaliation and subjected to unlawful harassment, when compared to persons not a member of the same protected classes.

**HHS ASPR has been ORDERED to offer the position she was denied or a substantially similar position with back pay and lost benefits, expunge HHS ASPR's records of documents found to be tainted by discrimination and retaliation, restore leave, pay compensatory damages, attorneys' fees, consider disciplinary actions against the responsible management officials, require the responsible management officials to take training in the provisions of Title VII and post this Notice.**

IT IS ORDERED HHS ASPR shall not in any manner restrain, interfere, coerce, or retaliate against any individual who exercises his or her right to oppose practices made unlawful by, or who participates in proceedings pursuant to, Federal equal employment opportunity law.

Nikki R. Bratcher-  
bowman -S

Digitally signed by Nikki R.  
Bratcher-bowman -S  
Date: 2021.12.06 11:52:36 -0500

Signature of Agency Official

Date Posted: Dec. 6, 2021

Posting Expires: Feb. 6, 2022