



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
Washington, D.C. 20507

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

This Notice is posted pursuant to an order by the United States Equal Employment Opportunity Commission dated March 9, 2018 which found that a violation of Section 501 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. § 791 et seq. has occurred at the United States Postal Service.

Federal law requires that there be no discrimination against any employee or applicant for employment because of the person's RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, or PHYSICAL OR MENTAL DISABILITY OR GENETIC INFORMATION with respect to hiring, firing, promotion, compensation, or other terms, conditions or privileges of employment. The United States Postal Service reaffirms its commitment to comply with these statutory provisions.

The United States Postal Service supports and will comply with such Federal law and will not take action against individuals because they have exercised their rights under law.

The United States Postal Service was found to have discriminated against a class of injured-on-duty employees affected by the Commission's finding that, on the basis of disability, they were assessed under the National Reassessment Process and as a result were removed from their modified limited duty or rehabilitation assignments, subjected to disparate treatment and harassment, required to submit to an unlawful medical inquiry, and had their confidential medical information accessed by unauthorized persons.

The Commission has ordered that the Class Agent be retroactively reinstated to her former position, and that she be awarded back pay and other equitable remedies, compensatory damages and attorneys' fees. The Commission has also ordered the Agency to take appropriate corrective measures, including: training those charged with finding adequate work for injured-on-duty employees on their obligations to provide reasonable accommodations and keep medical information confidential under the Rehabilitation Act; ensuring that the procedures utilized to find adequate work for injured-on-duty employees make provision for offering reasonable accommodations and protecting confidential medical information. Finally, the Commission has ordered the Agency to notify class members of their entitlement to individual relief.

The United States Postal Service will ensure that officials responsible for personnel decisions and terms and conditions of employment will abide by the requirements of all Federal equal employment opportunity laws and will not retaliate against employees who file EEO complaints.

The United States Postal Service will 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.

Duly Authorized Agency Representative: \_\_\_\_\_

A handwritten signature in black ink, appearing to read "J. Pawle", written over a horizontal line.

Date Posted: April 9, 2018

Posting Expires: June 8, 2018