



UNITED STATES OF AMERICA
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION



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 August 19, 2026, which found that a violation of Rehabilitation Act of 1973, as amended, 29 U.S.C. § 791 *et seq.*, has occurred within the Office of Personnel Management's Retirement Services/Retirement Policy Office ("Agency").

Federal law requires that there be no discrimination against any employee or applicant for employment because of the person's **RACE, COLOR, NATIONAL ORIGIN, RELIGION, SEX, AGE, DISABILITY, GENETIC INFORMATION** or **PREGNANCY** with respect to hiring, firing, promotion, compensation, or other terms, conditions, or privileges of employment. Federal law also prohibits **RETALIATION** against employees who have opposed any unlawful employment discrimination practices or participated in an investigation, proceeding, or hearing related to employment discrimination.

The Agency was found to have discriminated against an employee by failing to timely accommodate the employee. The Agency was ordered to provide relief to the employee on a "make whole basis," in order to restore the employee to as nearly as possible the position that the employee would have occupied absent the discrimination. The Agency was also ordered to email a copy of this Notice to all employees in the Retirement Services/Retirement Policy Office, in addition to posting hardcopies of this Notice in this division's offices for 90 days.

The Agency 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, including its obligation not to discriminate based on disability and to provide reasonable accommodations to qualified individuals with disabilities, except when such accommodations would cause an undue hardship, and will not retaliate against employees who file EEO complaints.

The Agency will comply with federal law and 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: Julie L. Ferguson Queen
Date Posted: September 3, 2026
Posting Expires: December 2, 2026
29 C.F.R. Part 1614