



United States Department of State  
Office of Civil Rights  
Washington, DC 20520

**NOTICE TO EMPLOYEES**  
**POSTED BY ORDER OF THE U.S. DEPARTMENT OF STATE'S**  
**OFFICE OF CIVIL RIGHTS (S/OCR)**

The Department of State's Final Agency Decision dated September 15, 2022, found that a violation of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq. has occurred at the NATO Headquarters in Brussels, Belgium (hereinafter this facility).

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, DISABILITY, or GENETIC INFORMATION with respect to hiring, firing, promotion, compensation, or other terms, conditions or privileges of employment.

This facility was found to have engaged in an EEO violation of per se reprisal. The evidence shows the management made several comments in January 2022, that constitute a per se violation of the law. The matter will be referred to the relevant authorities to determine whether any disciplinary action is warranted against the involved management officials. Additionally, the Agency was ordered to post this notice to ensure the implicated managers complete training on the EEO regulations, including the prohibitions against per se reprisal; and determine the Complainant's entitlement to compensatory damages.

This facility 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.

This facility will comply with federal law and will not in any manner restrain, interfere, coerce, or retaliate against any individual who exercises their right to oppose practices made unlawful by, or who participates in proceedings pursuant to, federal equal employment opportunity law.

A handwritten signature in black ink that reads "Gregory B. Smith".

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Director, Office of Civil Rights

**Date Posted: October 5, 2022**  
**Posting Expires: October 5, 2023**  
**29 C.F.R. Part 1614**