



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

NOTICE TO EMPLOYEES

POSTED BY THE ORDER OF THE U.S. DEPARTMENT OF STATE'S OFFICE OF CIVIL RIGHTS

The Department of State's Final Agency Decision dated February 14, 2023, found that a violation of the Age Discrimination in Employment Act, as amended, 29 U.S.C. § 633a has occurred at the US Consulate in Dubai (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 non-selection based on age. The facility has been **ORDERED** to pay back pay to the Complainant, provide training for manager(s), post a notice of discrimination, and review its policies related to hiring.

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 his or her 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".

Director, Office of Civil Rights

Date Posted: March 16, 2023
Posting Expires: March 15, 2024– 1 YEAR
FROM POSTING DATE 29 C.F.R. Part 1614

PLEASE DO NOT REMOVE. BY FEDERAL LAW
THIS NOTICE MUST REMAIN POSTED UNTIL MARCH 15,
2024