



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 December 1, 2023, found that a violation of Rehabilitation Act of 1973, as amended, 29 U.S.C. § 791 et seq., has occurred at the U.S. Embassy Ankara, Turkey. (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 violated non-discrimination laws when it failed to provide an employee with a reasonable accommodation for their disability, which occurred around October 2022. The facility was ordered to pay compensatory damages; provide at least eight (8) hours of training to the managers involved regarding the proper handling of requests for reasonable accommodation; refer this matter to the relevant authorities to determine whether any disciplinary action is warranted against the relevant management officials; and post this notice in a prominent area.

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 blue ink, appearing to read "Paige E. Williams".

**Paige E. Williams, Acting Director,
Office of Civil Rights**

Date Posted: December 11, 2023
Posting Expires: December 10, 2024
29 C.F.R. Part 1614