



U.S. Citizenship
and Immigration
Services

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 February 8, 2022, which after a hearing found that a violation of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C., Section 2000, et seq., has occurred at USCIS' Call Center, West.

Federal law requires that there be no retaliation against any employee because of the person's prior EEO activity. This facility was found to have violated Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C., Section 2000, et seq. The facility was ordered to provide substantive training regarding reasonable accommodations and the right of employees to be free from retaliation for engaging in activities protected by Title VII of the Civil Rights Act of 1964 and the Rehabilitation Act of 1973.

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 retrain, 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:

DANIEL W
ANDRADE

Digitally signed by DANIEL W
ANDRADE
Date: 2022.03.22 09:49:45
-05'00'

Daniel Andrade
Director
Contact Center West

Date Posted: March 22, 2022

Posting expires: September 22, 2022