



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Washington, D.C. 20507

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 a decision and order by the United States Equal Employment Opportunity Commission dated 1/21/2022 which found that a violation of the Rehabilitation Act of 1973 has occurred at the National Institutes of Health in Bethesda, Maryland.

Federal laws and Presidential Executive Orders are designed to safeguard employees and job applicants from discrimination based on race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, genetic information (including family medical history), political affiliation, military service, or other non-merit-based factors. These protections extend to all management practices and decisions, including recruitment and hiring, appraisal systems, promotions, transfers, reassignments, training, career development programs, benefits, and separations. Employees and applicants are protected from reprisal and retaliation for engaging in protected activity, such as reporting discrimination, harassment, participating in the Equal Employment Opportunity (EEO) process, whistleblowing, or the exercise of any appeal or grievance right provided by law.

Such laws also prohibit harassment of any kind, including sexual harassment, whether within the agency, at research organizations that receive NIH funding, or anywhere else NIH-funded activities are conducted. Only in a safe and respectful work environment can individuals achieve their greatest potential and carry out the important work that supports the NIH mission.

The NIH was found to have violated the Rehabilitation Act by disclosing confidential medical information, failing to reasonably accommodate an employee, and retaliating against the employee on June 20, 2019, July 2-October 21, 2019, and October 21, 2019-May 10, 2021.

For more guidance or assistance related to the NIH Equal Employment Opportunity program, please contact the Office of Equity, Diversity, and Inclusion (EDI) by visiting edi.nih.gov or 301-496-6301. In addition, for more guidance or assistance related to NIH's Anti-harassment program, please visit <https://civilworkplace.nih.gov> or call 301-402-4845.

You can also view the NIH Reasonable Accommodation Policy at <https://policymanual.nih.gov/2204>.

Duly Authorized Agency Representative:

Date Posted:

Posting Expires: (1 year from posting)

29 C.F.R. Part 1614