

NOTICE OF A FINDING OF DISCRIMINATION

This Notice is issued pursuant to U.S. Equal Employment Opportunity Commission (EEOC) regulation 29 C.F.R. § 1614.501(a)(1), which requires notification to all employees in the affected facility of their right to be free of unlawful discrimination when an agency finds that an employee has been discriminated against.

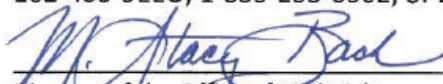
On August 9, 2016, the Bureau's Office of Civil Rights found that violations of the Rehabilitation Act of 1973, *as amended*, 29 U.S.C. §§ 791, and Title VII of the Civil Rights Act of 1964, *as amended*, 42 U.S.C. § 2000e-16, have occurred.

Federal law requires that all personnel actions shall be made free from any discrimination based on race, color, religion, sex, national origin, age, disability, or genetic information. Prohibited discrimination includes taking adverse action with respect to hiring, firing, promotion, compensation, or other terms, conditions, or privileges of employment. Additionally, an employee or applicant for employment may not be subjected to retaliation for engaging in protected EEO activity, such as by opposing possible discrimination at the Bureau or by participating in the EEO process (e.g., by filing an EEO complaint or serving as a witness in an EEO matter).

CFPB's Office of Civil Rights, acting under authority delegated to it from Director Cordray, found that the Bureau violated the Rehabilitation Act when it failed to provide an employee with an effective accommodation for disability-related limitations, when it discouraged the employee from requesting leave as a type of reasonable accommodation, when it gave the employee a negative mid-year performance evaluation that referenced the employee's inability to perform job duties because of the employee's disability, and when it penalized the employee for needing and using disability-related leave. Additionally, the Bureau violated Title VII of the Civil Rights Act of 1964 when it retaliated against the employee because the employee spoke out against discrimination.

The Bureau 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 EEO laws.

If any employee or applicant for employment believes they have been discriminated against or harassed on the basis of race, color, religion, sex (including pregnancy, sexual orientation, transgender status, gender identity or expression, gender non-conformity, or sex stereotyping of any kind), national origin, disability, age, genetic information – or retaliated against for EEO activity – they **should contact the Bureau's Office of Civil Rights within 45 calendar days of the alleged discriminatory action**, as set forth in the regulatory timeframe in 29 C.F.R. § 1614.105(a)(1). Contact the Office of Civil Rights by phone at 202-435-9EEO, 1-855-233-0362, or 202-435-9742 (TTY), or via email at CFPB_EEO@cfpb.gov.



Director of the Office of Civil Rights



Director of the Office of Equal Opportunity and Fairness/Office of Minority and Women Inclusion

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