



# Social Security Administration

## Office of Civil Rights and Equal Opportunity

### **NOTICE OF EQUAL EMPLOYMENT OPPORTUNITY (EEO) VIOLATION**

Pursuant to the Elijah E. Cummings Federal Employee Anti-discrimination Act of 2020, the Social Security Administration (SSA or Agency) notifies employees and the public that on March 9, 2023, the Equal Employment Opportunity Commission, Indianapolis District Office issued a finding of discrimination, which determined that the Agency violated Title VII of the Civil Rights Act of 1964, as amended, on October 19, 2021, at the Ann Arbor, Michigan field office by incurring in *Per Se* Reprisal. The Agency has been ordered to provide relief which includes: (1) payment of nonpecuniary compensatory damages to the employee; (2) payment of attorney fees and costs to the employee; (3) EEO training for the responsible management officials; and (4) posting of a notice to employees in the field office. Through corrective, curative, or preventative actions taken and measures adopted, SSA is working actively to ensure that both the particular type(s) of discrimination found and violations of law similar to those found will not recur. SSA is also working actively to ensure that its supervisor(s) cease from engaging in the specific unlawful employment practice(s) found in the instant matter.

This Notice also informs all SSA employees, former employees, and applicants for employment of the rights and protections available to them under Section 201 of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Federal Anti-discrimination Laws, and Whistleblower Protection Laws.

Federal law prohibits SSA from discriminating against any employee or applicant for employment because of race, color, religion, national origin, sex, age, disability, genetic information, marital status, or political affiliation with respect to hiring, firing, promotion, compensation, or other terms, conditions, or privileges of employment. Federal law also prohibits SSA from taking or failing to take a personnel action against an employee or applicant because the individual disclosed information that was reasonably believed to evidence violations of law, rule, or regulation; gross mismanagement; gross waste of funds; abuse of authority; or substantial and specific danger to public health or safety. Federal law further prohibits SSA from retaliating against (including restraining, interfering, and coercing) individuals who engage in protected activities by exercising their rights under Federal Anti-discrimination Laws and Whistleblower Protection Laws or who participate in proceedings pursuant to federal EEO law.

/s/ Claudia J. Postell

Claudia J. Postell  
Deputy Commissioner  
Office of Civil Rights and Equal Opportunity  
Social Security Administration

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