



**NOTICE TO EMPLOYEES POSTED BY ORDER OF THE  
U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)**  
An Agency of the United States Government

This Notice is posted pursuant to an Order by the United States Equal Employment Opportunity Commission (“EEOC”) dated November 25, 2024, which found that a violation of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, *et seq.* occurred at the Agency’s Detroit Metro Airport (hereinafter referred to as “this facility”).

An Administrative Judge has issued a finding that this facility violated Title VII by committing *per se* reprisal after an employee complained about sexual harassment and a supervisor refused request that the harasser be removed from the work area, emphasized that harassment had not yet been substantiated and made clear any shift change for the complaining employee could be “unfavorable” for that employee. The Agency has been ordered to provide relief which includes: (1) payment of non-pecuniary compensatory damages to the employee; (2) payment of attorney fees to the employee; (3) EEO training for the managers and supervisors; and (4) posting of this employee notice.

Federal law prohibits discrimination against any employee or applicant for employment because of that person’s race, color, religion, sex, national origin, age, or disability with respect to hiring, firing, promotion, compensation, or other terms, conditions, or privileges of employment. This facility supports and will comply with such federal law. It 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 law.

Duly Authorized Agency Representative: Vanessa R. Thompkins  
Date Posted: December 11, 2024  
Posting Expires: May 11, 2025

29 C.F.R. Part 1614