



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 an order by the United States Equal Employment Opportunity Commission dated August 20, 2019 which found that a violation of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq. and the Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. § 621 et seq. has occurred at this facility.

Federal law requires that there be no discrimination against any employee or applicant for employment because of the 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.

The Department of Defense Education Activity's Patch High School in Stuttgart, Germany supports and will comply with such Federal Law and will not take actions against individuals because they have exercised their rights under law.

The Department of Defense Education Activity's Patch High School was found to have violated Title VII of the Civil Rights Act of 1964 (Title VII) when an employee was subjected to unlawful retaliatory harassment culminating in a constructive discharge for engaging in prior protected activity. The Commission has ordered the Agency to undertake a variety of remedies, including: an offer of a retroactive reinstatement to a teaching position with back pay; the payment of past pecuniary and non-pecuniary compensatory damages, as well as litigation costs plus interest; the expungement of certain disciplinary actions from the employee's personnel records; training to, and consideration of disciplinary action against, the responsible management officials; and the posting of this notice.

The facility 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 equal employment opportunity law.

Duly Authorized Agency Representative: 

Date Posted: October 10, 2019

Posting Expires: December 9, 2019