



## OFFICE OF CIVIL RIGHTS AND ADJUDICATION

WASHINGTON, D.C. 20460

### Posting of Findings of Discrimination

**Pursuant to the Elijah E. Cummings Federal Employee Anti-Discrimination Act of 2020**

Date of Finding	Agency	Date of Discrimination Occurred	Law Violated
05/08/2025	EPA	12/15/2022	The Rehabilitation Act of 1973
6/14/2023	EPA	3/11/2022	The Rehabilitation Act of 1973

**RIGHTS AND PROTECTIONS** This Notice informs all 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, as amended (No FEAR Act), Federal Antidiscrimination Laws, and Whistleblower Protection Laws. The Elijah E. Cummings Federal Employee Anti-Discrimination Act of 2020 (Elijah E. Cummings Act) amends the Notification and Federal Employee Anti-Discrimination and Retaliation Act of 2002 to strengthen Federal anti-discrimination laws enforced by the U.S. Equal Employment Opportunity Commission (EEOC) and expands accountability within the Federal Government. Section 1133 of the Elijah E. Cummings Act, Notification of Violation, requires federal agencies to post final agency actions that result in a finding of discrimination within 90 days on the agency's public website. The notice must state that a finding of discrimination has been made and must remain posted not less than one year. The Elijah E. Cummings Act also requires that Notifications of Violation regarding findings of discrimination be posted publicly for a minimum of one year. Please see the No FEAR Act Notice at the following link for more information: [No Fear Act](#)