

Department of Commerce FY 2022 EEO Complaints Findings of Discrimination and Corrective Action

The No FEAR Act, as amended, requires the Department to publicly post as well as report on the following information regarding administrative EEO complaints findings of discrimination: the date of the finding; the involved Federal Agency; the law violated; and whether a decision has been made regarding disciplinary action because of the finding.

Section 202 of the No FEAR Act requires that Federal agencies post a notice on their public websites after a finding of discrimination (including retaliation) has been made and all appeals have been exhausted. A notice must be posted for at least one year:

Finding of Discrimination Made By	Date of Finding	Agency Involved	Statute/Law Violated	Employee(s) Disciplined (yes/no)?	Corrective Action(s) Ordered Due to Finding
Agency via Final Agency Decision after Complainant withdrew from EEOC hearing	October 4, 2021, OCR issued a Final Agency Decision following the Complainant's request for a Final Agency Decision.	Census	Title VII of the Civil Rights Act of 1964 (sex and reprisal)	No	Expungement of records Back pay Training Consideration of Disciplinary Action Attorney's Fees
Agency following request for Final Agency Decision	On October 25, 2021, OCR issued a Final Agency Decision following the Complainant's request for a Final Agency Decision.	Census	Rehabilitation Act (disability discrimination—denial of accommodation) and Title VII (reprisal)	No	Expungement of records Back Pay Training Consideration of Disciplinary Action
Agency following AJ Decision	On November 24, 2021, Agency adopted AJ's Decision.	Census	Rehabilitation Act (disability discrimination—denial of accommodation)	No	Compensatory damages Training Attorney's fees and costs

Agency following request for Final Agency Decision	On January 10, 2022, OCR issued a Final Agency Decision following the Complainant's request for a Final Agency Decision.	Census	Age Discrimination in Employment Act of 1967	No	Compensatory Damages Attorney's Fees Proof regarding responsible manager no longer being employed at Agency.
Agency following request for Final Agency Decision	On March 10, 2022, OCR issued a Final Agency Decision following the Complainant's request for a Final Agency Decision.	NOAA	Rehabilitation Act (disability discrimination—denial of accommodation)	No	Offer of Employment Compensatory Damages Backpay, Interest and Other Benefits Training for Agency officials Attorney's Fees
Agency following AJ Decision	On May 24, 2022, Agency adopted AJ's Decision.	Census	Rehabilitation Act (disability discrimination—denial of accommodation)	No	Payment of nonpecuniary damages Attorney's Fees 2 hours of training to management officials Consideration of appropriate corrective action