

**NOTICE TO EMPLOYEES**

**POSTED BY ORDER OF THE  
DEPARTMENT OF HEALTH AND HUMAN SERVICES  
An Agency of the United States Government**

This Notice is posted pursuant to regulations of the U. S. Department of Health and Human Services final agency decision dated November 21, 2024, which found a violation of the Rehabilitation Act of 1973 occurred at the Department, Indian Health Service (IHS), Sacred Oaks Healing Center (SOHC) located in the California Area Office (hereinafter “This facility”).

Federal law requires that there be no discrimination or harassment against any employee or applicant for employment because of the person’s RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, GENETIC INFORMATION, or DISABILITY or because of REPRISAL with respect to hiring, firing, promotion, compensation, or other terms, conditions or privileges of employment.

This facility was found to have discriminated against an employee on the bases of disability failure to accommodate and retaliation. The Department has ordered the Agency to undertake a variety of remedies, including reinstating Complainant to the position Complainant was removed from, providing a reasonable accommodation, if needed, paying Complainant backpay and benefits due, determining Complainant’s entitlement to non-pecuniary and/or pecuniary compensatory damages, considering taking disciplinary action against the responsible management officials, and the posting of this notice.

This facility will ensure that officials responsible for personnel decisions and terms and conditions of employment will abide by the requirements of all Federal EEO laws and will not retaliate against employees who file EEO complaints.

This 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 EEO law.

Beverly A. Miller -S Digitally signed by Beverly A. Miller -S  
Date: 2024.11.27 17:28:36 -08'00'

**Director  
Indian Health Service**

Dated Posted: \_\_\_\_\_

Posting Expires: \_\_\_\_\_  
29 C.F.R. Part 1614