

**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 the U. S. Department of Health and Human Services (the Department) final agency decision dated December 22, 2023, which found a violation of the Rehabilitation Act at the Phoenix Indian Medical Center in Phoenix, Arizona (hereinafter “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. The Department has ordered the Agency to undertake a variety of remedies, including determining Complainant’s entitlement to non-pecuniary and/or pecuniary compensatory damages, ordering training for the responsible management official, considering taking disciplinary action against the responsible management official, 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.

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Chief Executive Officer (acting)  
Phoenix Indian Medical Center  
Indian Health Service

Dated Posted: January 12, 2024

Posting Expires: March 12, 2024 29 C.F.R. Part 1614