



Consumer Financial
Protection Bureau

1700 G Street, N.W., Washington, DC 20552

Office of Civil Rights

NOTICE TO EMPLOYEES POSTED BY ORDER OF THE U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

This Notice is issued on behalf of the Director of the Consumer Financial Protection Bureau (CFPB or Bureau) pursuant to the Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020 and 29 C.F.R. § 1614.501(a)(1). This notice must be placed in a clear and prominent location in relevant Bureau facilities and on the Bureau's external website. This Notice must remain posted for not less than one year.

Federal law prohibits covered federal agencies from discriminating against applicants and employees based on race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, disability, age, and/or genetic information, and prohibits retaliation for protected EEO activity. Any individual who believes they have been discriminated against in violation of these legal protections **should contact the Bureau's Office of Civil Rights within 45 calendar days of the alleged discriminatory action**, as set forth in 29 C.F.R. § 1614.105(a)(1). Contact the Office of Civil Rights by phone at 202-435-9EEO, 1-855-233-0362, or 202-435-9742 (TTY), or via email at CFPB_EEO@cfpb.gov.

On December 19, 2022, an Administrative Judge at the U.S. Equal Employment Opportunity Commission (EEOC) issued a recommended decision concluding that CFPB had violated Title VII of the Civil Rights Act of 1964 (Title VII), 42 U.S.C. § 2000e-16, and the Age Discrimination in Employment Act of 1967 (ADEA), 29 U.S.C. § 633a, when on January 11, 2018, the Bureau did not select an individual for a temporary promotion because of the individual's race, sex, and/or age. On January 26, 2023, CFPB's Office of Civil Rights issued a Final Agency Order on behalf of CFPB agreeing with the EEOC Administrative Judge's decision without modification.

The Bureau will ensure that corrective, curative, or preventive action will be taken, or measures adopted, to ensure that violations of the law similar to those found will not recur. The Bureau will comply with federal law and will not in any manner restrain, interfere, coerce, or retaliate against any individual who exercises their right to oppose practices made unlawful by, or who participates in proceedings pursuant to, federal EEO laws.

This Notice also hereby informs all Bureau 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 (No FEAR Act), Federal Antidiscrimination Laws, and Whistleblower Protection Laws. Please see the CFPB No FEAR Act Notice at the following link for more information:

https://files.consumerfinance.gov/f/documents/cfpb_no-fear-act-and-whistleblowers-protection-annual-notice_fy2022.pdf.

Melissa
Brand

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Melissa Brand
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Director of the Office of Civil Rights

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