

**NOTICE TO EMPLOYEES**  
**POSTED BY THE ORDER OF THE**  
**DEPARTMENT OF HOMELAND SECURITY**  
**An Agency of the United States Government**

This notice is posted pursuant to a Final Agency Decision by the Department of Homeland Security (the Department), Office for Civil Rights and Civil Liberties dated July 1, 2024, which found that a violation of the Age Discrimination in Employment Act of 1967, as amended, occurred on August 2, 2022 at the U.S. Immigration and Customs Enforcement's (ICE) San Francisco Field Office, Enforcement Removal Operations (ERO), in Sacramento, California.

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

ICE supports and will comply with such Federal law and will not take action against individuals, because they have exercised their rights under law.

ICE will ensure that officials responsible for personnel decisions and terms and conditions of employment will abide by the requirements of all Federal and equal employment opportunity laws, and will not unlawfully discriminate against Federal employees in the future.

ICE will not in any manner restrain, interfere, coerce, or retaliate against any individuals who exercise his or her right to oppose practices made unlawful, or who participates in proceedings pursuant to Federal equal employment opportunity law.

Signed:



Name: Polly E. Kaiser

Title: Acting Field Office Director

Date Posted: 8/23/2024

Posting Expires: 10/22/2024