

**NOTICE TO EMPLOYEES
POSTED BY ORDER OF THE
U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
AN AGENCY OF THE UNITED STATES GOVERNMENT**

This Notice is posted pursuant to a final decision by the Defense Commissary Agency (DeCA) dated June 16, 2026. The Agency found that a violation of the Pregnancy Discrimination Act (PDA) and the Pregnant Workers Fairness Act (PWFA) occurred at the Pearl Harbor Commissary, Joint Base Pearl Harbor-Hickam (JBPHH), Honolulu, Hawaii.

Federal laws require that there be no discrimination against any employee or applicant for employment because of that person's **RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, DISABILITY, GENETIC INFORMATION, or RETALIATION** (prior protected EEO activity).

The DeCA strongly supports and respects federal laws. We assure our employees that we will comply with the requirements of all federal anti-discrimination and anti-retaliation statutes. This facility was found to have unlawfully discriminated against an employee based on PWFA when it failed to provide reasonable accommodations. The DeCA will remedy this violation.

The Agency will take the following corrective and remedial actions: provide the affected employee with compensatory damages, provide comprehensive EEOC training to all management and supervisory officials at the Pearl Harbor Commissary location regarding their obligations under federal EEO laws and consider taking disciplinary action against the management officials responsible for the discriminatory conduct.

The DeCA will ensure that officials responsible for this violation do not engage in further discriminatory or retaliatory acts. This facility will maintain a work environment that is free from discrimination and harassment.



Duly Authorized Agency Representative: **CHRIS LYONS**

Date Posting Period Begins: June 17, 2026

Date Posting Period Ends: August 16, 2026

29 C.F.R. Part 1614

This Notice must remain posted for sixty (60) consecutive days from the date of initial posting. It must be displayed in a conspicuous place where employees easily see it and must not be altered, defaced, or covered by any other material.