



**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Buffalo Local Office**

300 Pearl St.
Buffalo, NY 14202
Phone: (716) 551-4441
Fax: (716) 551-4387

NOTICE OF LAWSUIT AND SETTLEMENT

This Notice is being posted as part of a Consent Decree, settling a lawsuit brought by the U.S. Equal Employment Opportunity Commission (“EEOC”) against Upstate Niagara Cooperative, Inc., in Federal court in the Western District of New York (Civil Action No. 16-cv-00842). In its lawsuit, the EEOC alleged that Upstate unlawfully discriminated against female applicants for production positions at three production facilities in Rochester, Buffalo, and West Seneca, New York.

Federal law prohibits employers from discriminating against employees and applicants based on sex, national origin, religion, race, color, age, disability, or genetic information. Federal law also prohibits employers from retaliating against individuals who complain about or oppose discrimination or participate in any way in the processing of a complaint.

Upstate and its managers and supervisors will support and comply with Federal law prohibiting discrimination against any employee or applicant for employment because of that employee’s sex.

As part of the settlement, Upstate agreed that it:

1. Will comply with Federal law and not discriminate against applicants for production positions based on their sex in any phase of hiring or recruitment of employees for production positions or retaliate against any person who exercises his or her rights under Title VII;
2. Will maintain and distribute written policies and procedures prohibiting discrimination and enabling employees to file complaints;
3. Will provide training on Federal laws prohibiting employment discrimination to all current and future employees;
4. Will permit EEOC to monitor compliance with the Consent Decree;
5. Will post and distribute this Notice; and
6. Will provide monetary relief to eligible claimants.

Should you have a complaint of discrimination, follow Upstate Niagara Cooperative, Inc. policy for reporting such complaints, or you may contact the EEOC at:

U.S. Equal Employment Opportunity Commission
Buffalo Area Office, 300 Pearl St., Buffalo, NY 14202,
Phone: 1-800-669-4000 | Website: <http://www.eeoc.gov>

TTY (for hearing impaired): 1-800-669-6820 | ASL Video Phone (for hearing impaired): 1-844-234-5122

Dated: _____

THIS OFFICIAL NOTICE MUST NOT BE ALTERED OR DEFACED BY ANYONE OR COVERED BY ANY OTHER MATERIAL

This notice must remain posted for four years from date shown above. Any question concerning this Notice or compliance with its provisions may be directed to the U.S. Equal Employment Opportunity Commission at the number listed above.