



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Kansas City Area Office

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ATTACHMENT A
NOTICE TO ALL EMPLOYEES

The U.S. Equal Employment Opportunity Commission ("EEOC") conducted an investigation of charges of discrimination at Kansas City Kansas Community College (hereinafter "Respondent") and found reasonable cause to believe that Respondent violated the Age Discrimination in Employment Act of 1967, as amended (ADEA). This Notice is posted as part of the remedy agreed to pursuant to a Conciliation Agreement between EEOC and Respondent.

Respondent denies any wrongdoing but agreed to provide certain relief to resolve the investigation.

Federal law requires that there be no discrimination, including harassment, against any employee or applicant for employment because of the individual's sex, religion, race, color, national origin, disability, age (40 and over), or genetic information with respect to hiring, promotion, firing, compensation, or other terms, conditions or privileges of employment.

Respondent will comply with such federal law in all respects and will not take any action against employees because they have exercised their rights under the law. Specifically, Respondent will not base employment decisions on an applicant's or an employee's age.

Respondent will not tolerate discrimination any kind, including age discrimination. Accordingly, Respondent will ensure that all management and supervisory employees, as well as all other employees, abide by the requirements of the company's Equal Employment Opportunity Policy. Disciplinary action, up to and including termination of employment, may be taken against any employee who is found to have engaged in any form of harassment, discrimination, or retaliation.

This Notice must remain posted as agreed to by all parties and must not be altered, defaced, or covered by any other material. Any questions concerning this Notice or compliance with its provisions may be directed to the EEOC St. Louis District Office at 1222 Spruce Street, Rm. 8.100, St. Louis, MO 63103.

EEOC is responsible for enforcing Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act of 1967, as amended, the Equal Pay Act of 1963, as amended, the Americans with Disabilities Act of 1990, as amended, the Genetic Information Nondiscrimination Act of 2008, and the Pregnant Workers Fairness Act of 2022. Any employee or applicant who wishes to make a complaint directly to the EEOC may do so by contacting the EEOC at 1-800-669-4000 or by going to www.eeoc.gov.

October 7, 2026

Date

Anne Powell, Director