

1 pective applicants of or participants in Department
2 programs.

3 (3) Failure to provide appropriate information
4 regarding relevant programs and services at the De-
5 partment, when requested by any current or pro-
6 spective applicants of or participants in Department
7 programs.

8 (4) Failure to timely process applications or
9 otherwise delaying program services to any current
10 or prospective applicants of or participants in, De-
11 partment programs.

12 (b) TAKING CORRECTIVE ACTION.—The Secretary
13 shall ensure that appropriate corrective action is taken
14 with respect to any official or employee of the Department
15 who has been found to have engaged in any of the actions,
16 violations, or misconduct referred to in subsection (a)
17 while in the course of such official's or employee's employ-
18 ment or in administering a Department program—

19 (1) in any administrative finding by the Depart-
20 ment, including any final agency decision issued by
21 the Assistant Secretary of Agriculture for Civil
22 Rights and any civil rights compliance review or mis-
23 conduct investigation conducted by the Department;

24 (2) in any administrative or judicial proceeding;

25 (3) in any civil rights settlement;

1 (4) in any audit or investigation conducted by
2 the Office of the Inspector General of the Depart-
3 ment; or

4 (5) in any investigation conducted by the Office
5 of the Special Counsel.

6 (c) CORRECTIVE ACTION DEFINED.—In this section,
7 the term “corrective action” means any action taken to
8 respond to any of the actions, violations, or misconduct
9 referred to in subsection (a) that—

10 (1) would enhance civil rights at the Depart-
11 ment, including any policy or programmatic changes
12 to prevent similar misconduct from occurring in the
13 future; and

14 (2) may include disciplinary actions, includ-
15 ing—

16 (A) removal from Federal service;

17 (B) suspension without pay;

18 (C) any reduction in grade or pay; and

19 (D) letter of reprimand.

