

Office of the Chair

MEMORANDUM

TO: All Employees

FROM: Charlotte A. Burrows, Chair

CC: Glory Gervacio, Acting Director

Office for Civil Rights, Diversity & Inclusion

SUBJECT: 2024 EEO Policy Statement

DATE: September 25, 2024

The core mission of the U.S. Equal Employment Opportunity Commission (EEOC or the Commission) is to prevent and remedy discrimination in America's workplaces and advance equal employment opportunity for all. As an integral part of that mission, the EEOC must protect our own employees from unlawful discrimination, harassment, and retaliation.

This EEO Policy Statement is an annual reminder that all EEOC employees are protected from discrimination under the laws we enforce. EEOC employees and applicants for employment are covered by federal laws and Presidential Executive Orders designed to safeguard federal employees and job applicants from discrimination on the basis of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, genetic information (including family medical history), political affiliation, military service, or other non-merit based factors. These protections extend to all management practices and decisions, including recruitment and hiring, appraisal systems, promotions, training, and career development programs. Consistent with these obligations, EEOC also provides reasonable accommodations to employees and applicants with disabilities; known limitations related to pregnancy, childbirth, or related medical conditions; and for sincerely held religious beliefs, observances, and practices.

EEOC employees and applicants are also protected against retaliation. Consistent with federal laws, acts of retaliation against an employee who engages in protected activity, such as reporting or opposing discrimination or harassment, participating in the EEO process, requesting a reasonable accommodation, whistleblowing, or the exercise of any appeal or grievance right provided by law, will *not* be tolerated at EEOC. In addition, as provided in the <u>RESOLVE Program Non-Retaliation</u> <u>Statement</u>, the EEOC will not tolerate retaliation against RESOLVE participants. Importantly, the

EEOC will take prompt action when an EEOC employee, agent of EEOC, or non-employee is found to have engaged in discrimination, retaliation, or harassment (including sexual harassment).

All of us must be diligent in maintaining a workplace free from discrimination. This includes working to ensure that harassment, on any protected basis, does not occur at our agency. I encourage all employees to review the EEOC's Policy Statement on the Prohibition of Harassing Conduct in the Workplace, and the updated Order 560.005 on the Prevention and Elimination of Harassing Conduct in the Workplace. In addition, I encourage all employees to review the EEOC's updated Non-Discrimination and Inclusion Policy Regarding Gender Identity and Sexual Orientation and Frequently-Asked Questions and Answers document. EEOC managers and supervisors have a critical role and responsibility to help prevent and eliminate harassment in the workplace. Likewise, I wish to remind all EEOC employees of their duty to not engage in harassing conduct and to report promptly any such conduct if it occurs.

EEOC employees or applicants who believe that they have been subjected to discrimination, harassment, or retaliation should contact EEOC's Office for Civil Rights, Diversity and Inclusion at (202) 921-2945 or CONTACT OCRDI@eeoc.gov. As appropriate, employees and applicants also may contact the Office of Special Counsel at (202) 804-7000, or the Merit Systems Protection Board at (202) 653-7200. Other avenues may include the EEOC's Harassment Prevention Program at 1 (877) 671-7195 or STOP.HARASSMENT@eeoc.gov, or the agency's Office of Inspector General at 1 (800) 849-4230. Any employee wishing to participate in the RESOLVE contact program should RESOLVE office (202)921-3140 the at or RESOLVE.PROGRAM@eeoc.gov.

It is incumbent upon all of us to ensure that the EEOC is a model employer and serves as an example of equity and inclusiveness for all workplaces, within and outside the federal government. Likewise, each of us must take responsibility for implementing the Commission's Equal Employment Opportunity Policy and cooperating fully in its enforcement. In so doing, we reaffirm our collective commitment to a workplace free of unlawful discrimination, harassment, and retaliation.