




U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
Washington, D.C. 20507

Office of the Chair

MEMORANDUM

TO: All Employees

FROM: Janet Dhillon, Chair  
Office of the Chair 

CC: Erica D. White-Dunston, Director  
Office of Equal Opportunity

SUBJECT: FY 2019 EEO Policy Statement

DATE: July 25, 2019

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Equal opportunity in the workplace is one of our nation's most cherished and hard-fought values. It gives workers, and their families, a fair shot to reach their highest dreams and aspirations. And it clears the way for all of us to contribute to the economic engine and social fabric of our nation. The Equal Employment Opportunity Commission (EEOC) plays a critical role in protecting workers' rights and eradicating workplace discrimination. As Chair of the EEOC, I am dedicated to ensuring that the EEOC embraces equal opportunity and inclusiveness for everyone who works here.

We must ensure that no applicant for employment or employee of the EEOC is denied equal opportunity because of race, color, religion, sex, gender identity, sexual orientation, pregnancy, status as a parent, national origin, age, disability (physical or mental), family medical history or genetic information, political affiliation, military service, or other non-merit based factors. These protections extend to all management practices and decisions, including recruitment and hiring practices, appraisal systems, promotions, training, and career development programs.

The EEOC will continue to provide reasonable accommodations to employees and applicants with disabilities, and for religious observances and practices.

We must work diligently to maintain a workplace free from discrimination. Employees and applicants for employment have the right to report incidents of discrimination or harassment without fear of retaliation. EEOC employees shall not engage in discrimination, retaliation, or harassment. We 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). In addition, consistent with the RESOLVE Program Non-Retaliation Statement, the EEOC will not tolerate retaliation against RESOLVE participants.

Any EEOC employee or applicant who believes that they have been subjected to discrimination or retaliation should contact EEOC's Office of Equal Opportunity at (202) 663-7081 or [Contact\\_OEO@eeoc.gov](mailto:Contact_OEO@eeoc.gov); or, as appropriate, the Office of Special Counsel at (202) 804-7000 or the Merit Systems Protection Board at (202) 653-7200. Any employee wishing to participate in the RESOLVE program should contact the RESOLVE office at (202) 663-4545 or [Resolve.Program@eeoc.gov](mailto:Resolve.Program@eeoc.gov). In addition, job applicants should visit the Office of Equal Opportunity's page on the EEOC's external website.

The mission of the EEOC is to prevent and remedy unlawful employment discrimination and to advance equal opportunity for all in the workplace. I call upon everyone to work to ensure that the EEOC sets the best example of equity, diversity, and inclusiveness for all workplaces. By implementing the Agency's EEO Policy, and cooperating in its enforcement, we will affirm these principles and further the EEOC's mission.