



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

TO: All Employees

FROM: Jenny R. Yang, Chair
Office of the Chair

CC: Matthew Murphy, Director
Office of Equal Opportunity

SUBJECT: FY 2016 EEO Policy Statement¹

DATE: November 23, 2015

On July 2, 2015, EEOC celebrated its 50th anniversary as the federal agency charged with a singular mission: to “stop and remedy unlawful employment discrimination” in the public and private sectors. In addition to our role in leading efforts to eliminate discrimination in our country, we commit to ensuring that our own work environment is free from discrimination, and we strive to be a model employer.

This EEO Policy Statement is a reminder that all EEOC employees are protected under the laws we enforce and may seek assistance if they believe they have been subject to unlawful employment discrimination. Our policy is to hold all employees, beginning with managers, accountable for keeping our workplace free from discrimination and ensuring that we provide equal employment opportunity for all in our workforce and for those seeking to enter our workforce.

EEOC employees and applicants for employment are protected by federal laws, Presidential Executive Orders, and state and local laws designed to protect federal employees and job applicants from discrimination on the bases of race, religion, color, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, 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, and training and career development programs.

¹ Agency heads should issue a new statement at the beginning of their tenure and thereafter on an annual basis. See EEOC, Management Directive 715, II.A, *available* at <http://www.eeoc.gov/federalldirectives/md715.cfm>.

EEOC employees and applicants are also protected against retaliation. Consistent with federal laws, acts of retaliation against an employee who engages in a protected activity, whistle blowing, or the exercise of any appeal or grievance right provided by law will not be tolerated. In addition, consistent with the [RESOLVE Program Non-Retaliation Statement](#), the EEOC will not tolerate retaliation against RESOLVE participants. EEOC managers and supervisors are also reminded again of their responsibility to prevent, document, and promptly correct harassing conduct in the workplace, and EEOC employees are reminded of their duty to avoid harassing behavior and to report such conduct. See EEOC's [Anti-harassment Order](#). Any employee or applicant who believes he or she has been subject to discrimination or retaliation should contact the EEOC's Office of Equal Opportunity at (202) 663-7081 or, as appropriate, the Office of Special Counsel at (202) 254-3600 or the Merit Systems Protection Board at (202) 653-7200.

EEOC employees can also take advantage of our RESOLVE Program at (202) 663-4545, which provides a forum for the informal resolution of internal workplace disputes. Moreover, EEOC employees are urged to report acts of harassment to the appropriate agency officials as outlined in the agency's [Anti-harassment Order](#). More information about the EEOC's [Office of Equal Employment Opportunity](#), [the RESOLVE program](#), and other employee resources can be found on inSite. Job applicants should visit the [Office of Equal Opportunity's page](#) on the EEOC's external website.

It is incumbent upon every agency employee, at every level of seniority, to ensure that the EEOC stands as an exemplar of equity and inclusiveness for all workplaces, inside and outside the federal government. As such, I ask each member of our workforce to take responsibility for implementing the Commission's EEO policy and cooperating fully in its enforcement.

Thank you for your hard work and dedication to fulfilling the mission and vision of our agency.