

## **EOUSA / USAO EQUAL EMPLOYMENT OPPORTUNITY POLICY**

It is the policy of the United States Attorneys' offices (USAOs) and the Executive Office for United States Attorneys (EOUSA) to provide an inclusive and equitable workplace free of discrimination and harassment and to provide equal employment opportunity (EEO) solely based on merit. In accordance with civil rights laws, federal regulations, governing executive orders, and the Department's EEO policy, the USAOs and EOUSA will not discriminate or harass any employee or applicant for employment based on race, color, religion, national origin, sex – including sexual orientation, gender identity or pregnancy status, age (over 40), physical or mental disability, protected genetic information, parental status, marital status, political affiliation, any other nonmerit-based factor, or reprisal for prior EEO activity. The USAOs and EOUSA will incorporate this policy into every aspect of our organization and promote fairness, opportunity, and inclusiveness in the workplace by:

- Ensuring all employees are aware of their rights and responsibilities under the law;
- Fostering an inclusive workplace that embraces diversity of opinion and background and is free of discrimination and harassment;
- Ensuring that no employee or applicant is denied equal employment opportunity because of race, color, religion, national origin, sex – including sexual orientation, gender identity or pregnancy status, age (over 40), physical or mental disability, protected genetic information, parental status, marital status, political affiliation, or any other nonmerit-based factor;
- Establishing and maintaining policies and procedures that afford employees and applicants the right to raise allegations of discrimination and harassment without fear of reprisal, and to respond quickly and appropriately when allegations surface;
- Promoting the use of alternative dispute resolution to actively engage employees and management personnel in efforts to resolve workplace disputes, concerns, and complaints;
- Recruiting, hiring, training, rewarding, and promoting employees and applicants in a fair and consistent manner in accordance with merit system principles;
- Providing reasonable accommodations for employees and applicants with disabilities and for religious observances or practices in accordance with established law and Department of Justice procedures; and
- Holding supervisors and managers accountable for implementing this policy, as well as the Department of Justice's EEO policy.

Together, we promote these core principles to ensure our nation is served by the most talented, diverse, and effective workforce possible.

Date: June 9, 2021



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Monty Wilkinson, Director, EOUSA