



U.S. DEPARTMENT OF JUSTICE EQUAL EMPLOYMENT OPPORTUNITY POLICY

Loretta E. Lynch

The Department of Justice works diligently to foster a work environment that upholds the principles of fairness, equality, and respect for differences. Our adherence to these principles will provide Justice employees the equal opportunity to help advance our important mission, thus ensuring that all Americans are afforded the freedoms and protections guaranteed by our Nation's laws.

We are committed to ensuring equal employment opportunity (EEO) in all aspects of the Department's important work, and resolve to:

- Educate all employees of their rights and responsibilities under the law and identify and eliminate barriers to equal employment.
- Foster an inclusive work environment that embraces diversity of opinion and background and is free of discrimination and harassment.
- Ensure that no applicant or employee will be denied equal opportunity because of race, color, religion, national origin, sex, gender identity, age, disability (physical or mental), genetic information, status as a parent, sexual orientation, marital status, political affiliation, or any other impermissible factor. Prohibited discrimination and harassment, including sexual harassment, are not tolerated at the Department of Justice and when it is found to have occurred, the Department will take appropriate corrective and/or disciplinary action in a swift manner against those who have engaged in such behavior.
- Establish and maintain policies that afford applicants and employees the right to raise allegations of discrimination and harassment without fear of reprisal.
- Use alternative dispute resolution (ADR) methods to resolve EEO complaints or workplace disputes in a prompt, fair, and objective manner in accordance with established agency EEO policies and procedures, which require management participation when ADR is approved for use.
- Recruit, hire, train, develop, promote, and reward employees in a fair and consistent manner, solely on the basis of merit.
- Provide reasonable accommodations for applicants and employees with disabilities in accordance with established law.

As our Nation's law enforcement agency, we must lead by example in preserving the rights of all Americans, including the talented individuals who comprise the Justice workforce. As such, all employees, executives, managers, and supervisors are expected to safeguard and advance the principles of EEO and to treat each other with dignity and respect.

DOJ IS AN EQUAL OPPORTUNITY EMPLOYER