



U.S. Department of **JUSTICE**

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U.S. DEPARTMENT OF JUSTICE EQUAL EMPLOYMENT OPPORTUNITY POLICY



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For over 150 years, the Department of Justice has had the important responsibility of enforcing our Nation's laws and defending the interests of the United States according to the law. As custodians of justice, working diligently to ensure impartial and equal justice for all, we must uphold the principles of fairness, respect, and equal employment opportunity (EEO) in our own work. To fulfill our duty to the American public, we embrace these principles as we develop a workforce that is representative of our Nation's diversity.

The Department remains steadfast in its commitment to EEO. We must ensure that no applicant for employment or employee of our Department is denied equal opportunity because of race, color, religion, national origin, sex – including gender identity, sexual orientation, or pregnancy status – or because of age, physical or mental disability, protected genetic information, parental status, marital status, political affiliation, or any other non-merit based factor and that all have the freedom to compete on a fair and level playing field. We also must protect our workforce and applicants from retaliation for participating in EEO activity or opposing discriminatory acts.

These protections should apply to all personnel and employment programs, management practices and decisions, including, but not limited to, recruitment, hiring, merit promotions, transfers, reassignments, training and career development, benefits, and separations. We will take swift and appropriate corrective and/or disciplinary action when anyone is found to have engaged in discrimination, retaliation, or harassment, including sexual harassment, that is prohibited by our policies regardless of whether the discrimination, retaliation, or harassment violates federal law.

In addition, the Department provides reasonable accommodations to employees and applicants with disabilities or known limitations related to pregnancy, childbirth, or related medical conditions, and for religious observances or practices, in accordance with established law. The Department also supports the use of alternative dispute resolution (ADR) to resolve EEO complaints and requires management participation when ADR is approved for use.

Finally, all DOJ employees and applicants for employment are afforded legal protections against EEO violations and have the right to raise allegations of discrimination and harassment without fear of reprisal. Contractors have similar protections if it is determined that the agency is a joint employer. Employees who believe they have been subjected to discrimination, or to retaliation for participating in EEO activity or for opposing discrimination, should contact their DOJ Component EEO office within 45 calendar days of when the alleged harm occurred. Applicants for employment should contact the EEO Office that services the employing DOJ Component where the alleged act of discrimination occurred.

Success in our mission is only possible through the efforts of a workforce that represents America through its diversity of backgrounds and perspectives and that is united by our commitment to the rule of law and equal justice under law. The Department will uphold principles of EEO in its service to the United States. That is our commitment to the American people and to the talented employees of the Department who work tirelessly both to ensure the safety of our Nation and to protect and preserve individual rights in accordance with the law.

DOJ IS AN EQUAL OPPORTUNITY EMPLOYER