

USAO/EOUSA 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 a work environment 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 individual based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability (physical or mental), protected genetic information, pregnancy, status as a parent, marital status, political affiliation, any other nonmerit-based factor, or reprisal for prior EEO activity. The USAOs and EOUSA must incorporate this policy into every aspect of our organization and promote fairness, equality, opportunity and inclusiveness in the workplace by:

- Ensuring all employees are aware of their rights and responsibilities under the law;
- Fostering an inclusive work environment 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, sexual orientation, gender identity, age, disability (physical or mental), protected genetic information, pregnancy, status as a parent, 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.

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

Date: July 20, 2020



Corey F. Ellis, EOUSA