EQUAL EMPLOYMENT OPPORTUNITY

THE LAW

WHO: All employees and applicants for employment

WHAT: It is the policy of the United States Attorneys' Offices and the Executive Office for United States Attorneys (EOUSA) to provide equal opportunity in employment on the basis of merit and to prohibit discrimination because of race, color, religion, sex, age, national origin, disability (physical or mental), gender identity, sexual orientation, protected genetic information, reprisal for prior protected activity, or status as a parent.

If you believe that you have been discriminated against based upon one or more of the following, you may pursue a claim through EOUSA’s EEO and Diversity Management (EEO/DM) Staff:

Statutory Bases:

Race, Color, National Origin, Religion – Title VII of the Civil Rights Act of 1964, as amended
Sex (includes sexual orientation, gender identity, pregnancy, and discriminatory pay based on gender) – Title VII of the Civil Rights Act of 1964, as amended; Pregnancy Discrimination Act of 1978; Equal Pay Act (EPA) of 1963
Age - Age Discrimination in Employment Act (ADEA) of 1967, as amended (prohibits employment discrimination against persons 40 years of age or older)
Physical or Mental Disability - Rehabilitation Act of 1973 (Americans with Disabilities Act (ADA) of 1990; ADA Amendments Act of 2008)
Protected Genetic Information – Genetic Information Nondiscrimination Act (GINA) of 2008 (Title II)
Retaliation/Reprisal - Any materially adverse treatment or action that is likely to deter an individual from engaging in protected EEO activity. Anti-retaliation provisions are found in Title VII, EPA, ADEA, the Rehabilitation Act, and GINA.

Non-Statutory Basis:

Status as a Parent - Executive Order 13152

WHEN: You must contact EOUSA's EEO/DM Staff within 45 calendar days from the date of any matter you believe is discriminatory or retaliatory (or from the effective date of any personnel action) in order to initiate a claim. An EEO counselor will contact you and explain your rights and obligations under the EEO process. Failure to contact EOUSA’s EEO/DM Staff within 45 calendar days may prevent you from obtaining relief under the EEO laws or Department of Justice policies.

HOW: Assistant Director, EEO/DM Staff
Executive Office for United States Attorneys
United States Department of Justice
Three Constitution Square
175 N Street, NE, Suite 5.1600
Washington, DC 20530

Phone: 202-252-1450 Facsimile: 202-252-1490 TTY: 202-252-1496
For more information, please visit our website: https://usanet.usa.doj.gov/staffs/EEO/Pages/default.aspx

SPECIAL EMPHASIS PROGRAMS

Special Emphasis Programs (SEPs) are part of an affirmative employment initiative designed to ensure that traditionally underrepresented groups are provided equal opportunity in employment and program delivery activities. SEPs support our ability to recruit, hire, and retain a diverse workforce and ensure the effective application of the Department’s non-discrimination and EEO policy to all employees and applicants for employment. SEPs improve the workplace environment by promoting and fostering diversity in the workplace through awareness and educational efforts that encourage appreciation and understanding of social and cultural similarities and differences.

The Department has the following SEPs: Asian Pacific American Program; Black Affairs Program; Federal Women’s Program; Hispanic Employment Program; Lesbian, Gay, Bisexual and Transgender Program; Native American and Alaska Native Program; and Selective Placement Program for Persons and Veterans with Disabilities.