

EOUSA / USAO EQUAL EMPLOYMENT OPPORTUNITY POLICY

The United States Attorneys' offices (USAOs) and the Executive Office for United States Attorneys (EOUSA) are committed to provide a workplace free of discrimination and harassment and to ensure equal employment opportunity (EEO) based solely on merit. In accordance with federal civil rights laws, governing executive orders, and the Department's EEO policy, the USAOs and EOUSA will not discriminate against 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, reprisal for protected activity, parental status, marital status, political affiliation, or any other nonmerit-based factor. The USAOs and EOUSA also will provide reasonable accommodations to an employee's or applicant's known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation would pose an undue hardship to the agency. Further, the USAOs and EOUSA will not tolerate workplace harassment or reprisal against anyone who engages in protected activity. The USAOs and EOUSA will incorporate this policy into every aspect of our organization by:

- Ensuring all employees are aware of their rights and responsibilities under the law and understand that the EEO policy covers 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;
- Fostering an inclusive workplace that embraces diversity of opinion and background and is free of discrimination and harassment, and where employees will have the freedom to compete for employment on a fair and level playing field;
- Ensuring that no employee or applicant is discriminated against 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, reprisal for protected activity, parental status, marital status, political affiliation, or any other nonmerit-based factor;
- Providing reasonable accommodations for employees and applicants with disabilities; for religious observances or practices; and for employees' and applicants' known limitations related to pregnancy, childbirth, or related medical conditions, unless such accommodations would pose an undue hardship to the agency;
- 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 allow management to respond quickly and appropriately to harassment allegations before the conduct becomes severe or pervasive;
- Promoting the use of alternative dispute resolution to actively engage employees and management personnel in efforts to resolve workplace complaints raised in the EEO administrative process; 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 and diverse workforce possible.

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Norman Wong, Acting Director, EOUSA