U.S. Department of Justice
EQUAL EMPLOYMENT OPPORTUNITY POLICY

Issue Date: 9/30/2026

The Department remains steadfast in its commitment to equal employment opportunity (EEO) and treating employees with fairness, dignity and compassion. 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, pregnancy, childbirth or related medical conditions, 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 an EEO administrative or judicial process, opposing discrimination, or requesting reasonable accommodation.

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 immediate 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, must 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.

The Department will uphold principles of EEO in its service to the United States and in support of the DOJ workforce who work tirelessly to uphold the rule of law, keep our county safe, and to protect civil rights.

Todd Blanche, Attorney General

Todd Blanche

DOJ IS AN EQUAL OPPORTUNITY EMPLOYER