



## **U.S. Office of Special Counsel Equal Employment Opportunity (EEO) Policy Statement**

The U.S. Office of Special Counsel (OSC) is committed to fostering a respectful environment where all employees are treated with dignity and fairness. OSC benefits from the diversity of individuals who make up our workforce, enhancing our ability to achieve the agency's mission by drawing on a wide range of skills, perspectives, and experiences.

OSC is dedicated to maintaining a work environment that ensures equal employment opportunity (EEO) for all employees and applicants. This commitment extends to all personnel programs, management practices, and employment decisions, including recruitment, hiring, merit promotions, transfers, reassignments, training, career development, and benefits. All individuals are free to compete for employment and advancement opportunities on a fair, equitable, and level playing field. OSC provides reasonable accommodation to employees and applicants with known disabilities; known limitations related to pregnancy, childbirth, or related medical conditions; and for sincerely held religious beliefs, observances, and practices.

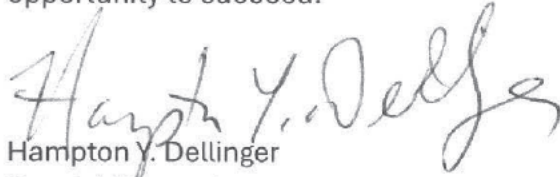
OSC provides equal opportunity for all employees and applicants regardless of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, genetic information (including family medical history), disability (physical or mental), parental or marital status, political affiliation, military service, or other non-merit based factors. OSC does not tolerate harassment or retaliation for engaging in protected EEO activity.

OSC holds all employees accountable for maintaining a workplace free from discrimination and harassment, and for ensuring equal employment opportunities for all employees and applicants. Managers and supervisors are responsible for preventing, documenting, and addressing incidents of discrimination, retaliation for engaging in protected EEO activity, and harassment in a timely manner.

OSC employees are encouraged to report acts of discrimination, retaliation for engaging in protected EEO activity, and/or harassment to their supervisor, any member of the senior staff, an EEO counselor, or the EEO director. Any employee or applicant who feels that they have been subjected to discrimination, retaliation for engaging in protected EEO activity, and/or harassment and who elects to pursue the EEO process must initiate the process by contacting an EEO counselor within 45 days of the alleged discrimination or retaliation. EEO resources and the contact information for OSC's EEO counselors are listed on OSC's intranet under the "[Equal Employment Opportunity \(EEO\)](#)" section.

OSC is committed to providing ongoing education, training, and resources to ensure all employees understand their rights and responsibilities under EEO laws. We expect every

employee to contribute to a work environment that promotes fairness, respect, and inclusion. OSC will continue to monitor our policies and practices to promote equal opportunity and address any concerns promptly and effectively. Together, we can create a workplace where all individuals are treated with dignity and everyone has an equal opportunity to succeed.



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