



## U.S. OFFICE OF SPECIAL COUNSEL

### Equal Employment Opportunity (EEO) Policy Statement

The U.S. Office of Special Counsel (OSC) benefits from the many different and distinctive individuals who comprise its workforce. Diversity and inclusion enhance our ability to accomplish our mission by bringing together people with a wide range of skills, views, and experiences.

This year, as we celebrate the 50<sup>th</sup> anniversary of Title VII of the Civil Rights Act of 1964, the seminal law protecting employees from discrimination in the workplace, it is important to remind all employees of the anti-discrimination protections under federal laws, Presidential Executive Orders, and OSC policy. Employees are protected from discrimination, including harassment, on the bases of race, color, religion, age, national origin, sex (including pregnancy and gender identity), sexual orientation, parental or marital status, political affiliation, military service, family medical history or genetic information, physical or mental disability, membership or non-membership in an employee organization, or any other non-merit factor. These protections extend to all facets of employment, including recruitment and hiring practices, performance appraisals, promotions, awards, discipline, training, and career development programs. In addition, we are committed to providing reasonable accommodations for persons with disabilities.

OSC employees also are protected against retaliation. Consistent with federal laws, acts of retaliation against employees who engage in protected activity, whistleblowing, or the exercise of any appeal or grievance right provided by law will not be tolerated.

Any employee or applicant who feels he or she has been subjected to discrimination or retaliation should consult an EEO counselor. Contact information for OSC's EEO counselors is listed on the agency's intranet under the heading "Equal Employment Opportunity Program." You may also call (202) 254-3600 and ask to speak with an EEO counselor or the EEO director.

Workplace harassment is also strictly prohibited. OSC employees are encouraged to report acts of harassment to their supervisor, any member of the Senior Staff, an EEO counselor, or the EEO director. OSC managers and supervisors are expected to prevent, document, and promptly correct harassing conduct in the workplace.

As the agency tasked with protecting all federal workers from prohibited personnel practices, OSC has a special responsibility to be a model of fairness and equality. Together, we can advance OSC's commitment to maintain a work environment free of discrimination and retaliation, where all employees have opportunities to develop their potential and contribute fully to the agency.

  
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Carolyn Lerner

January 30, 2015  
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Date