

**SECRETARY OF LABOR
WASHINGTON**

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**U.S. Department of Labor Equal Employment Opportunity Policy
Thomas E. Perez, Secretary of Labor**

The Department of Labor, more than any other workplace, must strive to guarantee a level playing field for all employees. We work best when the Department fully includes individuals with diverse backgrounds, experience, and judgment, and utilizes the maximum capabilities of every employee. As the Secretary of Labor, I pledge to foster an environment free from discrimination, where diversity and inclusion are valued at all levels.

To best realize equal employment opportunity (EEO), we must make certain that all employees and applicants for DOL employment are treated fairly and consistently on the basis of merit. DOL employees are protected by federal statutes, Presidential Executive Orders, and other laws designed to protect federal employees from discrimination and prohibited personnel practices. As such, no employee will be denied equal employment opportunity, subjected to harassment, or denied equal pay or compensation because of race, color, religion (including reasonable accommodation of religious beliefs or practices), sex (including pregnancy, childbirth and related medical conditions, transgender status, gender identity, and sex stereotyping), national origin (including ethnicity, accent, and use of a language other than English), age, disability (including reasonable accommodation of physical or mental disability), genetic information, parental status, sexual orientation, marital status, political affiliation or belief, or any other prohibited factor. Employees shall not be subjected to discrimination due to their membership in a protected group; the perception of membership in a protected group; or, association with members of a protected group. To better protect all employees in the exercise of their rights under federal civil rights statutes, we also prohibit DOL managers, supervisors, and employees from engaging in unlawful retaliation. Unlawful retaliation includes intimidating, harassing, or engaging in any other adverse action, whenever that action is reasonably likely to deter protected EEO activity, and the action is taken because a person engaged in EEO activity. Protected EEO activity includes opposing a practice made unlawful by, engaging in a right extended by, or participating in any stage of administrative or judicial proceedings under, relevant employment discrimination laws.

We value our role as the Government's lead organization for disability employment policy. As such, we will promptly and without unreasonable scrutiny provide effective reasonable accommodations that enable qualified employees who have disabilities, including our nation's wounded soldiers and veterans, to perform the essential functions of their jobs and enjoy benefits and privileges of employment that are equal to those enjoyed by other DOL employees. We all must do our part to uphold and advance equal employment opportunity within the Department. We will educate managers, supervisors, and employees on their rights and responsibilities under Federal law and hold them accountable for the effective implementation of related EEO and diversity programs. Each DOL agency will conduct periodic self-assessments to improve access to equal opportunity. DOL agencies should widely publicize this policy and the procedures available for filing complaints; address allegations and remedy any violation of this

policy swiftly and appropriately; enhance accountability by including an EEO and reasonable accommodation element in the performance standards of every DOL manager and supervisor; and, take additional appropriate actions to provide full support to DOL's internal programs related to nondiscrimination, equal opportunity, and diversity. The Civil Rights Center in the Office of the Assistant Secretary for Administration and Management will vigorously ensure compliance so that this pledge is reflected in the actual practices of the Department at all times.

We all must commit to promoting a diverse and inclusive workplace that fosters an environment where all employees have the opportunity to achieve personal and professional growth while contributing to the overall success of the mission of the Department. Such an environment must be free from discrimination and both protect and empower workers. I pledge to take every step within my authority to advance equal employment opportunity within the Department.

A handwritten signature in black ink, appearing to read 'Tom E. Perez', written in a cursive style.

Thomas E. Perez
Secretary of Labor