



U.S. OFFICE OF SPECIAL COUNSEL

**Memorandum**

**TO:** ALL PERSONNEL AND APPLICANTS FOR EMPLOYMENT, U.S.  
OFFICE OF SPECIAL COUNSEL

**FROM:** Scott Bloch, Special Counsel

**DATE:** September 30, 2004

**SUBJECT:** Policy Statement on Equal Employment Opportunity

In accordance with Title VII of the Civil Rights Act of 1964, as amended; the Civil Rights Act of 1991; the Age Discrimination in Employment Act, as amended; and the Rehabilitation Act of 1973, as amended, which prohibit discrimination based on race, color, religion, sex, national origin, age, or disability, it is the policy and intent of the U.S. Office of Special Counsel (OSC) to provide equality of employment opportunity for all persons, and to prohibit discrimination in all facets of employment.

I want to emphasize my commitment to promoting and maintaining a diverse workforce. Diversity enhances OSC's ability to accomplish its mission by bringing together people with a wide range of skills, approaches, and experiences. I expect all employees to commit to the EEO effort. All managers and supervisors are fully accountable to assure that EEO goals and objectives are achieved when carrying out their responsibilities.

We must remember that EEO is everyone's business. By working together, we can create an atmosphere that fosters respect for everyone in the workplace. I ask that each of you give your personal commitment to this goal.