

January 28, 2021

U.S. Commission on Civil Rights

Policy Statement on Equal Employment Opportunity

The U.S. Commission on Civil Rights' mission is to inform the development of national civil rights policy and improve enforcement of federal civil rights laws. *See* 42 U.S.C. § 1975a. The Commission embraces equal employment opportunity (EEO) and inclusiveness. We welcome employees from diverse backgrounds to apply their skills and talents towards advancing our mission to further civil rights. Accordingly, it is the policy of the Commission to provide equal opportunity in all employment decisions for employees and applicants for employment.

The Commission will ensure that no applicant for employment or Commission employee is denied equal opportunity because of race, color, religion, national origin, sex, age, sexual orientation, disability (physical or mental), gender identity, protected genetic information, pregnancy, status as a parent, marital status, political affiliation, or any other nonmerit-based factor. The Commission will take swift and appropriate corrective and/or disciplinary action when employees are found to have engaged in discrimination, retaliation, or harassment (including sexual harassment) which are prohibited by our policies regardless of whether the discrimination, retaliation, or harassment violates federal law.

The Commission provides reasonable accommodations to employees and applicants with disabilities and for religious observances or practices in accordance with established law, and supports the use of alternative dispute resolution to resolved EEO complaints and workplace disputes.

All Commission 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. Commission employees or applicants for employment who believe that have been subjected to discrimination, or to retaliation for participating in EEO activity, or for opposing discrimination, should contact the EEO Director, Latrice Foshee at 202-376-7655 or by email at lfoshee@usccr.gov, within 45 days of when the alleged harm occurred.

Since its founding in 1957, the Commission has stood for equal protection under the law. Employees and applicants for employment have my commitment that equal justice and opportunity will continue across the Commission.

Mauro Morales

Mauro Morales
Staff Director

01/28/21

Dated