



UNITED STATES COMMISSION ON CIVIL RIGHTS

1331 Pennsylvania Ave, NW • Suite 1150 • Washington, DC 20425 www.usccr.gov

January 16, 2025

U.S. Commission on Civil Rights

Policy Statement on Equal Employment Opportunity

The U.S. Commission on Civil Rights' (USCCR or Commission) 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's EEO Policies, Plans, and Procedures can be found at <https://www.usccr.gov/eo>.

This EEO Policy Statement is an annual reminder that all USCCR employees and applicants for employment are covered and protected by federal laws and Presidential Executive Orders designed to safeguard federal employees and job applicants from discrimination on the basis of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, genetic information (including family medical history), political affiliation, military service, pregnancy accommodations, reprisal, or other non-merit based factors. USCCR guarantees assurance that all employees will have the freedom to compete on a fair and level playing field. These protections extend to all management practices and decisions, including recruitment and hiring, appraisal systems, merit promotions, training, and career development programs, transfers, reassignments, benefits, and separations. USCCR supports the use of alternative dispute resolution to resolve EEO complaints and workplace disputes.

Additionally, consistent with the above legal obligations, USCCR also provides reasonable accommodations to employees and applicants with disabilities; known limitations related to pregnancy, childbirth, or related medical conditions as required by the Pregnant Workers Fairness Act (PWFA); and for sincerely held religious beliefs, observances, and practices unless the accommodation will cause USCCR an "undue hardship."

Commission employees and applicants are also protected against retaliation. Consistent with federal laws, acts of retaliation against an employee who engages in protected activity, such as reporting or opposing discrimination or harassment, participating in the EEO process, requesting a reasonable accommodation, whistleblowing, or the exercise of any appeal or grievance right provided by law, will *not* be tolerated at USCCR.

The Commission will take swift and appropriate corrective and/or disciplinary action when Commission employees, agents of Commission employees, or non-employee are found to have engaged in discrimination, retaliation, or harassment (including sexual harassment).

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 they have been subjected to discrimination, harassment, 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 or David Barreras at 202-656-8937 or by email at dbarreras@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

01-16-25

Dated