

# U.S. Department of Labor Policy on Equal Employment Opportunity

Secretary of Labor  
Washington, D.C. 20210

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 laws, Presidential Executive Orders, and other laws designed to protect federal employees from discrimination and prohibited personal practices. As such, no employee will be denied equal opportunity because of race, color, religion, sex (including pregnancy and gender identity), national origin, age, disability (physical or mental), genetic information, parental status, sexual orientation, marital status, political affiliation or belief, or any other prohibited factor. To better protect all employees in the exercise of their rights under federal civil rights statutes, we also prohibit all DOL managers, supervisors, and employees from unlawfully retaliating against any person because that person has opposed a practice made unlawful by or participated 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 provide effective reasonable accommodations that enable qualified employees with 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 of 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 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 (CRC), 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.

As we mark the Department's centennial, we all must commit to promoting a diverse and inclusive workplace free from discrimination by both protecting and empowering workers. I pledge to take every step within my authority to advance equal employment opportunity within the Department.

Thomas E. Perez  
Secretary of Labor

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