

**SECRETARY OF LABOR**  
WASHINGTON, D.C. 20210

**DEC 12 2017**

**U.S. Department of Labor Equal Employment Opportunity Policy**  
**R. Alexander Acosta, Secretary of Labor**

The Department of Labor (DOL) must strive to guarantee a level playing field for all employees and applicants for employment. We work best when DOL fully includes individuals with diverse backgrounds, experience, and judgment, and utilizes the maximum capabilities of every employee. Our DOL fosters and promotes a work environment free from unlawful discrimination, where diversity and inclusion are valued at all levels, so that we may focus our commitments and efforts on improving the lives of American workers and American families.

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 or applicant for employment will be denied equal opportunity, subjected to harassment, retaliated against, or denied equal pay, compensation, or benefits of employment 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, sexual harassment, 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, veteran status, 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 laws, we also prohibit all DOL managers, supervisors, and employees from engaging in unlawful retaliation. Unlawful retaliation includes intimidating, harassing, or engaging in any other materially adverse treatment, whenever that treatment is reasonably likely to deter others from engaging in 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 unnecessary scrutiny provide effective reasonable accommodations that enable 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 DOL. 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 equal employment opportunity 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 (CRC), in the Office of the Assistant Secretary for Administration and Management, will vigorously ensure compliance so that this pledge is reflected in DOL's actual practices at all times.

We all must commit to promoting a diverse and inclusive workplace that fosters an environment in which all employees have the opportunity to achieve personal and professional growth, while contributing to our efforts to improve the American workforce. Such an environment must be free from unlawful discrimination. I pledge to take every step within my authority to advance equal employment opportunity within DOL.

A handwritten signature in black ink, appearing to read 'R. MA', with a long horizontal stroke extending to the right.

R. ALEXANDER ACOSTA