

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

DEC 23 2019

**Equal Employment Opportunity Policy
U.S. Department of Labor**

The Department of Labor fosters a work environment free from unlawful discrimination and harassment. We value inclusion and respectful equal treatment, knowing that we work best when we embrace individuals with diverse perspectives and draw upon the full potential of each employee.

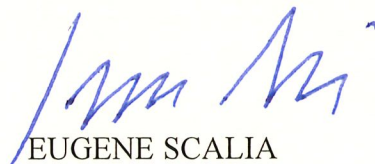
Accordingly, no employee or applicant for employment will be denied equal employment opportunity (EEO) or subjected to harassment because of race, color, religion, sex, national origin, age, disability, genetic information, veteran status, marital status, parental status, pregnancy, sexual orientation, gender identity, political affiliation or belief, or any other prohibited factor. We will take swift and appropriate 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 conduct violates federal law.

The Department takes seriously its role as a leader on disability employment policy. We will promptly and without unnecessary scrutiny provide reasonable accommodations that enable employees and applicants with disabilities to apply for employment, perform their jobs, and enjoy benefits and privileges of employment equal to those enjoyed by other DOL employees.

We will also provide reasonable accommodations to employees and applicants for religious observances and practices in accordance with established law.

All DOL employees and applicants for employment are guaranteed legal protections against EEO violations and may exercise their rights without fear of retaliation. Any employee or applicant who believes he or she has been subject to unlawful discrimination or retaliation for participating in EEO activity, or for opposing discrimination, should contact an EEO Counselor, or the Civil Rights Center, within 45 days of the incident. A list of EEO Counselors is available at <https://www.dol.gov/agencies/oasam/civil-rights-center/contact/counseling-mediation>.

Let us all work to advance equal employment opportunity within the Department as we carry out our mission to improve the lives of American workers and their families.



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