
From: OFCCP Director
Sent: Tuesday, November 20, 2018 1:07 PM
To: OFCCP-ALL
Subject: Workplace Inclusion

Dear OFCCP Colleagues,

I would like to take a few minutes to express my deepest commitment to workplace inclusion. At OFCCP, we are committed to expanding equal employment opportunities and eliminating discrimination in the workplace of federal contractors. I believe strongly that we must lead by example to promote diversity and inclusion to all. Each and every employee is entitled to work in an environment that is respectful, free of discrimination, and that allows them to bring their whole self to work.

A central part of this commitment involves providing reasonable accommodations to individuals with disabilities. OFCCP welcomes accommodation requests and will treat those making such requests with respect and dignity. OFCCP is involving the Civil Rights Center in helping consider each request to ensure we are acting in full accordance with law. In addition to being required by law, reasonable accommodation also increases productivity and allows individuals with disabilities to fully participate in all aspects of work. It is a key part of inclusion.

Whether it's making reasonable accommodations in accordance with law; recognizing all religious and cultural holidays celebrated by employees; using gender neutral language, as appropriate; recognizing and celebrating our veterans on Veterans' Day; or supporting colleagues who choose to take parental leave, I ask that each of you make inclusion a central part of your approach to work, just as we are asking government contractors to do so at their workplaces.

This is the beginning of a conversation that I will continue to have with you during my tenure as your Acting Director. In the coming weeks, I've asked the Civil Rights Center to provide our managers with reasonable accommodation training. Please stay tuned.

Sincerely,

Craig E. Leen
Acting Director

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