



# U.S. DEPARTMENT OF JUSTICE EQUAL EMPLOYMENT OPPORTUNITY POLICY

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As the Nation's largest law enforcement agency, the Department of Justice has an especially important duty to uphold the rule of law and to maintain a dedicated and diligent workforce that pursues justice, equality, and fundamental fairness on behalf of all Americans. We differ in many ways, but this diversity helps us better serve our Country. It brings to bear diverse perspectives that enable us to carry out our responsibilities more effectively, protect our vital national interests, keep our country safer, and preserve the rights of all Americans.

Accordingly, the Department embraces equal employment opportunity (EEO) and inclusiveness. We welcome employees from diverse backgrounds to apply their skills and talents toward advancing our mission to serve the country, achieve justice, and promote the rule of law.

We must ensure that no applicant for employment or employee of our Department will be denied equal opportunity because of race, color, religion, national origin, sex, age, sexual orientation, disability (physical or mental), gender identity, protected genetic information, pregnancy, status as a parent, marital status, political affiliation, or any other nonmerit-based factor. We will take swift and appropriate corrective and/or disciplinary 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 discrimination, retaliation, or harassment violates federal law.

The Department provides reasonable accommodations to employees and applicants with disabilities and for religious observances or practices in accordance with established law, and supports the use of alternative dispute resolution to resolve EEO complaints and workplace disputes.

All DOJ 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. DOJ employees and applicants for employment who believe they have been subjected to discrimination, or to retaliation for participating in EEO activity, or for opposing discrimination, should contact their DOJ Component EEO office within 45 days of when the alleged harm occurred.

Since its founding in 1870, the Department of Justice has stood for equal justice under the law. The hard-working men and women who serve the Department and the Nation have my assurance that equal justice and equal opportunity will continue to flourish across the Department.

**DOJ IS AN EQUAL OPPORTUNITY EMPLOYER**