



U.S. OFFICE OF SPECIAL COUNSEL

Equal Employment Opportunity (EEO) Policy Statement

The U.S. Office of Special Counsel (OSC) benefits from the many different and distinctive individuals who comprise its workforce and who enhance our ability to accomplish our mission by bringing together people with a wide range of skills, views, and experiences.

OSC is committed to maintaining a work environment based on equal employment opportunities. Therefore, it is OSC's policy to prohibit discrimination in employment that is based on race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, age, disability, genetic information, marital or parental status, political affiliation, military service, or other non-merit based factors. OSC's policy holds all employees, beginning with managers, accountable for keeping our workplace free from discrimination and ensuring that we provide equal employment opportunities for employees in our workforce and for applicants seeking to enter our workforce.

OSC employees and applicants also are protected against retaliation. Consistent with federal laws, acts of retaliation against individuals who engage in protected activity, whistleblowing, or the exercise of any appeal or grievance right provided by law will not be tolerated. Additionally, OSC employees may file retaliation complaints under OSC Directive No. 57.

Any employee or applicant who feels he or she has been subjected to discrimination or retaliation for engaging in EEO activity and elects to seek redress for the alleged discrimination and/or retaliation must initiate the EEO process by contacting an EEO counselor within 45 days of the alleged discrimination or retaliation. Contact information for OSC's EEO counselors is listed on the agency's intranet under the heading "Equal Employment Opportunity Program," on the agency's website, and at each OSC location. You may also call (202) 804-7000 and ask to speak with an EEO counselor or the EEO director.

Workplace harassment is also prohibited. OSC employees are encouraged to report acts of harassment to their supervisor, any member of the Senior Staff, an EEO counselor, or the EEO director. OSC managers and supervisors are expected to prevent, document, and promptly correct harassing conduct in the workplace.

As the agency tasked with protecting all federal workers from prohibited personnel practices, I take OSC's significant responsibility to be a model of fairness and equality very seriously. Together, we can advance OSC's commitment to maintain a work environment free of discrimination and retaliation, where all employees have opportunities to develop their potential and contribute fully to the agency.

Thank you for your hard work and dedication to fulfilling the mission of our agency.

A handwritten signature in black ink, appearing to read "Henry J. Kerner". The signature is fluid and cursive, with a long horizontal stroke at the end.

Henry J. Kerner

1/15/21

Date