



## Equal Employment Opportunity (EEO) Policy Statement

The U.S. Office of Special Counsel (OSC) promotes diversity, equity, inclusion, accessibility, and equal opportunity in our workplace. OSC benefits from the many diverse individuals who comprise our workforce and enhance our ability to accomplish OSC's mission by bringing together people with a wide range of skills, views, and experiences.

As a model employer, OSC must maintain a work environment that operates with excellence and supports equal employment opportunity (EEO) for all employees and applicants for employment. These equal opportunities cover all personnel/employment programs, management practices, and decisions, including recruitment/hiring, merit promotion, transfer, reassignments, training and career development, and benefits. OSC will not tolerate harassment, retaliation for protected EEO activity, or discrimination based on race, color, religion, sex, national origin, age, genetic information (including family medical history), or disability (physical or mental). Consistent with these principles, OSC also provides reasonable accommodations to qualified employees and applicants with disabilities and those with sincerely held religious beliefs, observances, and/or practices. All applicants and employees are free to compete for employment and advancement opportunities on a fair and equitable playing field.

OSC's policy holds all employees, beginning with managers, accountable for keeping our workplace free from discrimination and harassment, and for ensuring that we provide equal employment opportunities for employees and applicants. OSC managers and supervisors are expected to prevent, document, and promptly correct discrimination, retaliation, and harassment in the workplace. OSC will vigorously enforce its policy and take prompt action when violations occur. OSC will seek to resolve workplace conflicts in a timely, impartial, confidential, nondiscriminatory, and constructive manner.

OSC employees are encouraged to report acts of discrimination, retaliation, and/or harassment to their supervisor, any member of the Senior Staff, an EEO counselor, or the EEO director, under [Directive No. 57](#) and [58](#). Also, OSC employees are protected against retaliation for whistleblowing or engaging in protected activity and may file retaliation complaints pursuant to Directive No. 57.

Any employee or applicant who feels that they have 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 OSC's

intranet under the “Agency Links” heading “[Equal Employment Opportunity \(EEO\)](#),” on the agency’s website, and that information is also included on posters located throughout OSC’s Headquarters office space. The EEO page also provides several resources including important OSC Directives, reasonable accommodation documents, and links to Equal Employment Opportunity Commission guidance.

As the agency tasked with protecting all federal workers from prohibited personnel practices, OSC’s bears a significant and serious responsibility to be a model of fairness and equality. Together, we can advance OSC’s commitment to maintaining a workplace culture where all are treated with dignity and respect.

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



Karen Gorman  
*Acting Special Counsel*

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Date