



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

A handwritten signature in blue ink that reads "Eric H. Holder, Jr." with a horizontal line underneath.

Eric H. Holder, Jr.

**The Department of Justice** is stronger, more credible, and more effective when our workforce reflects the experience, judgment, and energy of individuals from diverse backgrounds. In order for the Department to be successful in fulfilling our vitally important mission, we must earn and retain the trust and confidence of the people we serve, and we must consistently demonstrate our strict adherence to the following principles:

**We will** foster an environment in which diversity is valued, understood, and sought.

**We will** ensure that all programs to recruit, hire, train, develop, promote, reward, and discipline employees are conducted in a fair and consistent manner, and solely on the basis of merit. No employee will be denied equal opportunity because of race, color, religion, national origin, sex, gender identity, age, disability (physical or mental), genetic information, status as a parent, sexual orientation, marital status, political affiliation, or any other non-merit factor. All employees will be given developmental opportunities that will enable them to achieve their maximum potential, and they will be judged fairly and with dignity and respect.

**We will** provide reasonable accommodations for applicants and employees with disabilities.

**We will** continue to maintain policies to allow all employees to work in an environment that is free from discrimination and harassment and in which employees may exercise their rights without fear of reprisal.

**We will** seek to resolve workplace conflicts, confrontations, and complaints in a prompt, impartial, confidential, and constructive manner.

**We will** educate managers, supervisors, and employees of their rights and responsibilities under Federal law, and hold them accountable for the successful implementation of related Department EEO and diversity programs.

**We will** uphold all EEO principles in the workplace. **This is my pledge and my promise.**

DOJ IS AN EQUAL OPPORTUNITY EMPLOYER