



Federal Communications Commission  
Washington, D.C. 20554

October 7, 2011

SUBJECT: EEO Policy Statement

The Federal Communications Commission (FCC) is firmly committed to equal employment opportunity and the promotion of a strong affirmative employment program. It is the policy of the FCC to provide equal opportunity in employment for all persons in its workforce as well as applicants for employment without regard to Race, religion, color, sex (including pregnancy and gender identity), national origin, age, disability, family medical history or genetic information. The FCC strongly promotes the full realization of equal opportunity through continuing programs of affirmative employment at every level of FCC.

Equal employment opportunity principles must govern all aspects of the FCC's personnel policies, program practices and operations. All phases of employment – freedom to compete, recruitment, hiring, evaluation, promotion, transfer, assignment, training, benefits and separation -- shall be conducted in compliance with equal employment opportunity laws and regulations.

FCC policy regarding Equal Employment Opportunity requires that every effort be made to ensure that our workforce is representative of the population from which it is drawn. Managers and supervisors will be held accountable for ensuring equal opportunity and for achieving progress towards a more representative work force at all levels. Additionally, managers and supervisors must continue to take positive steps toward ensuring a supportive work environment and reaching early resolution of complaints. They must also avoid even the appearance of acts of reprisal against employees who exercise their rights to file complaints.

All employees play an important role in maintaining an environment of equal opportunity and have a responsibility to treat all colleagues with respect and professionalism. As Chairman, I strongly support the FCC's commitment to equal employment opportunity and hold every employee accountable for the achievement of FCC's affirmative employment objectives.

Julius Genachowski  
Chairman