



U.S. ELECTION ASSISTANCE COMMISSION
633 3rd St. NW, Suite 200
Washington, DC 20001

2024 U.S. Election Assistance Commission Statement on Equal Employment Opportunity & Diversity and Inclusion

The U.S. Election Assistance Commission (EAC) is firmly committed to promoting and maintaining an inclusive and diverse work environment that ensures equality of opportunity for all of its employees and applicants for employment without regard to [race](#), [color](#), [religion](#), [sex](#), [pregnancy](#), [national origin](#), [age](#), [disability](#), [genetic information](#), [sexual orientation](#), [gender identity](#), [political affiliation](#), [marital status](#), [parental status](#), or [retaliation](#) for participating in equal employment opportunity activity.

The EAC Statement on Equal Employment Opportunity & Diversity and Inclusion (The Statement) provides the basis to foster and support a culture of diversity, equity, inclusion, and accessibility that is free from bullying, humiliation, intimidation, discrimination, and harassment. The Statement is an evolving document: as initial goals are achieved; others will be developed based on ongoing assessment of progress. Therefore, in accordance with Title VII of the Civil Rights Act of 1964, as amended; the Civil Rights Act of 1991; the Age Discrimination Act, as amended; the Rehabilitation Act of 1973, as amended, the Genetic Information Nondiscrimination Act of 2008, Presidential Executive Orders, and all other relevant laws, regulations, and agency practices, it is the intent of the EAC to prohibit discrimination in the terms, conditions, and privileges of employment and to embrace a culture that advances diversity, equity, inclusion and accessibility ([DEIA](#)).

Our mission is to serve all voters and to work with states and other federal agencies to improve the administration and conduct of elections and to ensure confidence and integrity in the election process. Given our mission, it is appropriate that we ensure that our own employees are afforded a fair opportunity to develop and to contribute fully to the achievement of the EAC mission. If we are to succeed in helping a diverse population of voters from all over America, EAC's workforce must reflect the very best that our country has to offer and maximize the use of diverse employees and their talents. Our human resources programs must reflect equal opportunity in areas of hiring, professional growth, promotion, leadership development and training. Not only do we seek the most qualified persons to perform our tasks, but we also seek a workforce that is representative of America. This principle is not only based in law; it is the right thing to do.

The EAC prohibits discrimination in all aspects of its personnel and employment practices and procedures and management practices and decisions, including, but not limited to, recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation. Further, all employees and applicants for employment will have the freedom to compete on a fair and level playing field. We promote programs of affirmative recruitment and employment at all levels of the EAC.

The EAC subscribes to, and will implement to the full extent, all applicable laws that promote equality of opportunity. The EAC expects all employees, supervisors, managers, and senior

leadership to commit and adhere to sharing the responsibility of maintaining a work environment that is free of discrimination, retaliation, and harassment. The EAC takes allegations of discrimination, retaliation, and harassment seriously.

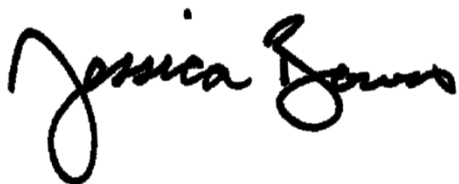
Employees, applicants, and contractors who believe they have been subjected to discrimination, retaliation, harassment, and want to initiate an EEO complaint, must contact the EAC's Equal Employment Official (EEO) within 45 calendar days of the alleged discriminatory event or when they become aware of an alleged discriminatory act. To file a complaint, or get more information on the EEO complaint process, call the EEO at (202) 336-4798 or via email, tdixon@eac.gov.

All allegations will be immediately investigated and handled with the appropriate level of confidentiality. Where allegations are substantiated, appropriate action will be taken. All EAC staff will be held accountable for their conduct and performance as public servants. Employees are expected to promptly bring any concerns about discrimination, retaliation, or harassment, in any form, to the attention of management. Managers are expected to promptly identify and correct any discriminatory practices and behavior.

Retaliation against those who oppose employment discrimination, file a discrimination complaint, or participate in protected activity is prohibited. Every manager and supervisor will demonstrate active leadership in fostering a positive work environment that is free of discrimination, harassment, and retaliation. Utilizing Alternative Dispute Resolution (ADR) techniques and other proactive approaches in resolving workplace conflicts is highly encouraged. EAC's policy of providing reasonable accommodations to qualified employees and applicants for employment with disabilities or an employee's sincerely held religious belief, practice or observance, unless to do so would cause undue hardship, is strongly supported.

The EAC is firmly committed to fostering a culture that values diversity and complies with our nation's equal employment opportunity and civil rights laws. Diversity enhances EAC's ability to accomplish its mission by bringing people together with a wide range of skills, approaches, and experience. The EAC is also committed to creating and maintaining both a high-quality work environment for all employees and an Agency that delivers programs and services to all people with utmost fairness, integrity, and equality.

Dated this 8th day of February 2024

A handwritten signature in black ink that reads "Jessica Bowers". The signature is written in a cursive, flowing style.

Jessica Bowers
Acting Executive Director
U.S. Election Assistance Commission