



U.S. ELECTION ASSISTANCE COMMISSION
1335 East West Highway, Suite 4300
Silver Spring, MD 20910

2020 Election Assistance Commission Statement on Non-Discrimination and Equal Employment Opportunity

The U.S. Election Assistance Commission (EAC) is firmly committed to promoting and maintaining a work environment that ensures equality of opportunity for all of its employees and applicants for employment without regard to race, color, religion, sex, 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. 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.

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 insure 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 county 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. 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. Therefore, if any employee or applicant believes he or she has been discriminated against, you may pursue your claim through EAC's Employment Discrimination Process. 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.

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 3 day of May 2020

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

Mona Harrington, Executive Director