



U.S. ELECTION ASSISTANCE COMMISSION
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2024 U.S. Election Assistance Commission Policy Statement on Equal Employment

Opportunity November 7, 2024

The U.S. Election Assistance Commission (EAC) is committed to a workplace free of discrimination. To fully meet our mission to serve election officials and voters, we must ensure equal employment opportunity (EEO). Therefore, as Executive Director, I issue this policy statement to reaffirm the EAC's commitment to the EEO principles.

The EAC does not tolerate harassment or discrimination based on race, color, religion, sex (including gender identity, sexual orientation, transgender status, and pregnancy accommodation), national origin, age (40 years of age and over), genetic information (including family medical history) or disability (physical or mental). Consistent with federal laws, acts of retaliation against an employee who engages in protected activity, such as reporting or opposing discrimination or harassment, participating in the EEO process, requesting a reasonable accommodation, whistleblowing, or the exercise of any appeal or grievance right provided by law, will *not* be tolerated at the EAC. The EAC also provides reasonable accommodations to qualified employees and applicants with disabilities and for sincerely held religious beliefs, observances, and practices and for limitations related to pregnancy, childbirth and related medical conditions. The Pregnant Workers Fairness Act (PWFA) requires agencies to provide reasonable accommodations to employees' known limitations related to pregnancy, childbirth, or related medical conditions unless such an accommodation would pose an undue hardship to the agency.

It is important that EAC leadership reaffirm work environments that protect employee and applicant rights and ensure that we support equal employment opportunity (EEO) for all. EEO covers all personnel/employment programs, management practices, and decisions, including, but not limited to, recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation.

EAC employees and applicants for employment are afforded legal protections against EEO violations and have the right to raise allegations of discrimination and harassment without fear of reprisal. EAC employees or applicants for employment who believe that have been subjected to discrimination, or to retaliation for participating in EEO activity, or for opposing discrimination, should contact the EAC EEO Officer, within 45 days of when the alleged harm occurred, or the date you became aware of such discrimination. The EAC strives to resolve all workplace conflicts in a timely, impartial, confidential, nondiscriminatory, and constructive manner and ensure a complaint process that provides a prompt and impartial investigation.

EAC employees must comply with EEO laws, policies, procedures and executive orders. All senior leaders, managers, and supervisors are encouraged to model values-based leadership and appropriate behavior, leading always by example, treating every individual with dignity and respect, and promoting an ethical, equitable, inclusive, and accessible workplace culture.

Brianna Schletz

Brianna Schletz, Executive Director