



FEDERAL ELECTION COMMISSION
Washington, DC 20463

2018 Federal Election Commission Policy Statement on Non-Discrimination and Equal Employment Opportunity

The Federal Election Commission (FEC or the Commission) has a long-standing commitment to promote and ensure equal employment opportunity (EEO) for all employees and applicants for employment in every phase of employment regardless of race, color, sex, national origin, religion, age, disability, genetic information, sexual orientation, political affiliation, marital status or parental status. When any employee or job applicant is discriminated against, the work of the Commission suffers, opportunities for achievement are lost and the ability of our employees to reach their full potential is jeopardized. The Commission endeavors to ensure that all aspects of employment, including hiring, promotions, pay, benefits, assignments, transfers, training, evaluations, awards, discipline, and adverse actions (including separations) are conducted in compliance with Commission policies, EEO laws and regulations.

We are committed to demonstrate our compliance with EEO and Civil Rights laws by maintaining a work environment where discrimination, retaliation and harassment (physical or psychological) are not tolerated. To do otherwise is unacceptable. Managers and supervisors are continually held accountable for their responsibility to identify and correct discriminatory policies, practices and behaviors and for taking prompt and appropriate action to ensure that the work environment is free of unlawful discrimination, intimidation, reprisal, and/or harassment.

Furthermore, Commission employees and contractors also are accountable for compliance with EEO laws and policies, for ensuring that their actions demonstrate respect for human differences, and for treating all colleagues with dignity, respect, and professionalism. All employees will be held accountable for their conduct and performance, as public servants, and are expected to promptly bring any concerns regarding discrimination, retaliation and/or harassment, in any form, to the attention of management. The Commission takes all allegations of discrimination, retaliation, and harassment seriously, and managers are expected to consider and respond to any reported concerns promptly and appropriately. The Commission strives to create and maintain a high quality and all-inclusive work environment for all employees and to being an agency that delivers programs and services to all people with the utmost fairness, integrity, and equality.


Caroline C. Hunter, Chair 3/5/18
Date