



CHAIR ELLEN L. WEINTRAUB
FEDERAL ELECTION COMMISSION
WASHINGTON, D. C. 20463

2019 Federal Election Commission Policy Statement on Non-Discrimination and Equal Employment Opportunity

Colleagues:

Federal Election Commission employees and applicants for employment are protected by federal laws, Presidential Executive Orders, and state and local laws that bar discrimination on the bases of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, marital status, national origin, age (over 40), disability, family medical history and genetic information, political affiliation, military service, conduct that does not adversely affect the performance of the employee, and other non-merit based factors. These protections extend to all management practices and decisions, including recruitment and hiring practices, appraisal systems, promotions, training, and career development programs. More information may be found here: <https://www.eeoc.gov/federal/otherprotections.cfm>.

The Commission will enforce these protections to the fullest. The Commission is firmly committed to ensuring compliance with our nation's EEO and civil rights laws and maintaining a work environment where discrimination, retaliation, and harassment are not tolerated. Managers and supervisors will be held accountable for identifying and correcting discriminatory policies, practices, and behaviors and for taking prompt and appropriate action to ensure that the work environment is free of unlawful discrimination, intimidation, reprisals, and harassment.

All FEC employees and applicants are expected – and encouraged – to promptly bring any concerns about discrimination, in any form, to the attention of management. Anyone who believes that she or he has been subjected to discrimination or retaliation should contact the FEC's Office of Equal Employment Opportunity at (202) 694-1228 (or at eeo@fec.gov) within 45 calendar days of the alleged discriminatory action (or in the case of a personnel action, within 45 calendar days of the effective date of the action). Employees may also wish to contact the Office of Special Counsel at (202) 254-3600 or the Merit Systems Protection Board at (202) 653-7200, as appropriate. Additionally, job applicants should visit the Office of Equal Employment Opportunity's page on the FEC's external website, under the "Career" link.

Further, anyone who files a complaint or participates in an investigation of an EEO complaint, or who opposes an employment practice made illegal under the statutes enforced by the Equal Employment Opportunity Commission (EEOC), is protected from reprisal or retaliation. Consistent with federal laws, acts of retaliation against an employee who engages in protected activity, whistleblowing, or the exercise of any appeal or grievance right provided by law will not be tolerated in our workplace. If any staff member feels that communication of any concerns to his or her immediate supervisor could possibly bring retaliation or negative consequences, the concerned staff member should contact another manager in his or her supervisory chain, an EEO Counselor or the EEO Director, the Inspector General (IG), or make a report through My Safe Workplace (via agency intranet).

All of the above is the law, and all are compelled to follow the law. But the FEC's employees and leadership have a higher duty, as public servants, to embrace the spirit of this Policy Statement as well. Together, we will be an agency that creates a high-quality, all-inclusive work environment, an agency that nurtures an atmosphere that fosters dignity, respect, and equal and positive treatment for each other while we administer the law and deliver programs and services to everyone with fairness, integrity, and equality.

March 26, 2019


Ellen L. Weintraub
Chair