



## **EQUAL OPPORTUNITY**

As the federal agency whose mission is to ensure the fair and impartial administration of justice for all Americans, the Department of Justice is committed to fostering a diverse and inclusive work environment. To build and retain a workforce that reflects the diverse experiences and perspectives of the American people, we welcome applicants from the many communities, identities, races, ethnicities, backgrounds, abilities, religions, and cultures of the United States who share our commitment to public service.

The Federal Bureau of Investigation (FBI) is an Equal Opportunity Employer. All qualified applicants will receive consideration. Except where otherwise provided by law, selection will be made without regard to, and there will be no discrimination because of, race, religion, color, national origin, sex, political affiliations, marital status, non-disqualifying physical or mental disability, age, sexual orientation, gender identity, genetic information, membership, or non-membership in an employee organization, or on the basis of personal favoritism or other non-merit factors.

The FBI welcomes and encourages applications from persons with physical and mental disabilities, and will reasonably accommodate the needs of those persons. The decision on granting reasonable accommodation will be on a case-by-case basis. The FBI is firmly committed to satisfying its affirmative obligations under the Rehabilitation Act of 1973 to ensure that persons with disabilities have every opportunity to be hired and advanced on the basis of merit within the FBI.

The Office of Equal Employment Opportunity Affairs (OEEOA) is responsible for managing the FBI's equal employment programs, policies, and procedures. OEEOA provides the guidance and tools necessary to ensure that the FBI mission is accomplished in an environment free from discrimination, retaliation and disruption.

## **EEO POLICIES AND PROCEDURES**

[Federal Bureau of Investigation Policy Statement on Diversity and Equal Employment Opportunity](#)

[Department of Justice Equal Employment Opportunity Framework](#)

## **EEO COMPLAINT PROCESSING**

OEEOA addresses allegations of employment discrimination, to include personnel actions and decisions based on race, color, religion, sex, national origin, age, disability,



genetic information, sexual orientation, gender identity, status as a parent, and reprisal for prior EEO activity. OEEOA also addresses allegations of discriminatory harassment.

There are two phases to the EEO process: the informal counseling process and the formal complaint process. The EEO process is confidential, and all parties are required to maintain confidentiality throughout the process. If your complaint is not resolved during the informal counseling process, you will have the opportunity to file a formal complaint.

If you believe you were discriminated against during any phase of the hiring process, within 45 calendar days of the date the alleged discriminatory action(s) occurred, or when you knew or reasonably should have known of the discriminatory action(s), please contact the EEO Counseling Program at (202) 323-0911 or email [EEO\\_Counseling@fbi.gov](mailto:EEO_Counseling@fbi.gov).

## **REASONABLE ACCOMMODATIONS**

The FBI provides legally entitled reasonable accommodations to qualified applicants pursuant to medical disabilities or sincerely held religious beliefs. If you need a reasonable accommodation for any part of the application and/or hiring process, please notify the OEEOA Reasonable Accommodation (RA) Program by either e-mail at [REASONABLE\\_ACCOMODA@fbi.gov](mailto:REASONABLE_ACCOMODA@fbi.gov), telephone at 202-324-2158, or fax at 2023243976. Your request will receive an individualized assessment.

For all reasonable accommodation requests based on a sincerely held religious belief, you must provide answers to the following questions:

1. What is your sincerely held religious belief?
2. What are you requesting?
3. How does what you're requesting impact your sincerely held religious belief?

For all other reasonable accommodation requests based on a medical disability, you'll be asked to provide the [medical documentation inquiry form](#) that your medical provider is required to complete:

- Diagnosis
- Prognosis
- Functional limitation(s)
- Recommended accommodation(s)



For more information on the RA process, [click here](#).

Federal agencies are required to provide personal assistant services (PAS) during working hours to qualified persons with disabilities, who need assistance with performing activities of daily living that an individual would typically perform if he or she did not have a disability, and that is not otherwise required as an accommodation. You may use the FBI's reasonable accommodation process to request PAS.

For more information on PAS, [click here](#).

## **EEO REPORTS**

### [Affirmative Action Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities \(FY2022\)](#)

- To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

### [Data Posted Pursuant to the No FEAR Act](#)

## **CONTACT INFORMATION**

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