



## **Federal Bureau of Investigation - EEO Policy Statement**

As the world's premier law enforcement and intelligence agency, the Federal Bureau of Investigation protects and serves a nation of diverse citizens.

Consistent with the FBI's Core Values, and just as the FBI is committed to serving every United States citizen regardless of race, sex, ethnicity or any other protected basis, we are equally committed to ensuring that employees work in an environment free of discrimination, harassment and retaliation. The FBI does not tolerate discrimination based on race, color, sex (to include sexual orientation and pregnancy), national origin, religion, age, physical or mental disability, genetic information, or status as a parent, nor does it tolerate retaliation against an individual for engaging in protected EEO activity. Any form of discriminatory harassment, to include not only sexual harassment, but harassment based on an individual's status in any protected group, is prohibited and a violation of the FBI's code of conduct.

The FBI, as an equal opportunity employer, is committed to ensuring equal opportunity for all employees and applicants for employment, regardless of their protected status. EEO principles apply to all aspects of employment, to include hiring, promotion, reassignments/transfers, training and career development, employment benefits, and separation from employment. Every eligible FBI employee has a full and fair opportunity for career advancement and access to programs.

It is imperative that FBI managers and supervisors understand their legal obligations and responsibilities under each of the relevant anti-discrimination statutes. This includes ensuring that employment decisions and personnel actions are never based on either an individual's membership in a protected group or because that individual has engaged in protected EEO activity. Managers and supervisors must not only promptly address allegations of discriminatory harassment, but take active measures to prevent its occurrence, to include addressing offensive conduct before it rises to the level of harassment.

The FBI is also committed to the recruitment and advancement of individuals with disabilities, and creating a workplace where employees, regardless of their disability status, have an equal opportunity to compete. The FBI fully supports providing reasonable accommodations to qualified employees and applicants with disabilities.

If you need a reasonable accommodation for any part of the application and/or hiring process, please contact the FBI's Office of Equal Employment Opportunity Affairs (OEEOA) at (202) 324-2158 or [REASONABLE\\_ACCOMODA@fbi.gov](mailto:REASONABLE_ACCOMODA@fbi.gov). For information on

personal assistant services (PAS) at the FBI, contact OEEEOA's Reasonable Accommodation Program at REASONABLE\_ACCOMODA@fbi.gov.

If you believe you have been subjected to unlawful discrimination, retaliation or harassment, you have the right to contact an EEO counselor in OEEEOA. In order to preserve your rights, such contact should be made within 45 calendar days from the date of the alleged discrimination. You can initiate counseling at (202) 324-4128 or EEO\_Counseling@fbi.gov.

Data Posted Pursuant to the No FEAR Act.

### **CONTACT INFORMATION**

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