



Equal Employment Opportunity and Affirmative Employment Policy Statement

The U.S. Census Bureau is committed to providing a workplace free of any form of discrimination, harassment and/or retaliation. To that end, the Bureau has a policy that ensures that all employees and applicants for employment have an equal opportunity for employment without regard to their protected categories under Title VII of the Civil Rights Act of 1964. Protected categories include race; color; religion (includes religious attire); national origin; age (40 and over); sex (includes pregnancy, gender identity, transgender status, and sexual orientation); disability; marital, familial or parental status; genetic information; or reprisal for participating in prior EEO activity. Unlawful discrimination against any employee, former employee, or applicant for employment with the Census Bureau under one or more of the protected bases cited above is unacceptable and will not be tolerated.

The Census Bureau continues to make strong and positive efforts to ensure that all persons are given full and appropriate consideration for employment, promotion, training, and participation in all Census Bureau sponsored programs and activities. We are also committed to adhering to EEO laws and to achieving a workforce, which reflects the nation's diversity through the implementation of an effective affirmative employment program.

I expect all employees to promote the Census Bureau's EEO policy in all of their employment activities. The Census Bureau studies a society of increasing socio-demographic diversity. Diversity in our workforce enhances our ability to accomplish the Census Bureau's mission because it increases the range of skills and approaches available to us. Working together, we can reach our affirmative employment objectives and be a model agency for EEO.

Census Bureau employees or applicants for employment who believe they have been subjected to discrimination on any of the protected categories, set forth above, may initiate a discrimination complaint by contacting the Equal Employment Office (EEO) within 45 calendar days of an alleged incident of discrimination or becoming aware of the alleged discriminatory action, practice, or incident. The Census Bureau also utilizes Alternative Dispute Resolution (ADR) techniques in the resolution of conflicts and complaints. For more information about ADR or any other EEO programs, please visit the Share Point site at <https://collab.ecm.census.gov/div/eo/intranet/Pages/default.aspx>.

Headquarters and Regional Office employees may contact the Headquarters EEO Office at 301-763-2853 or 800-872-6096; National Processing Center employees may contact the National Processing Center's EEO Office at 812-218-3472. Employees in a bargaining unit may file a complaint via the negotiated grievance procedures.

Steven D. Dillingham
Director

2-5-2019

Date