



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY
1400 K STREET N.W. • WASHINGTON, D.C. 20424

OFFICE OF THE CHAIRMAN

**EQUAL EMPLOYMENT OPPORTUNITY
PROGRAM POLICY STATEMENT**

The purpose of this statement is to reaffirm the Federal Labor Relations Authority's (FLRA's) commitment that equal employment opportunity (EEO) will be available to all employees and applicants for employment without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 years of age and over), disability, or genetic information (including family medical history). The FLRA's commitment to EEO extends to all employment programs, practices, and decisions, including, but not limited to, those affecting: recruitment and hiring, promotion, transfers and reassignment, training and career development, employment benefits, discipline, and separation.

It is the FLRA's policy to prohibit discrimination in employment that is based on race, color, religion, sex, national origin, age, disability, or genetic information. Retaliation or reprisal against those who participate in the EEO complaint process or who oppose unlawful discrimination is also strictly prohibited.

The FLRA assures you that managers at all levels share both this commitment to upholding EEO within the agency and the responsibility for enforcing EEO-program requirements.

The FLRA will process complaints of discrimination based on race, color, religion, sex, national origin, age, disability, genetic information, or reprisal for protected activity in accordance with the FLRA's discrimination-complaints procedures. Those procedures are set forth in FLRA Instruction 3700.1B, which is available on the FLRA's [internet](#) and [intranet](#) sites. You may also obtain information regarding these procedures from the FLRA's Director, EEO Complaints, [Gina K. Grippando](#), at (202) 218-7776.

In addition, in the interest of preventing employment discrimination, the FLRA will not tolerate workplace harassment. The FLRA will promptly investigate allegations of such harassment and, where substantiated, will take appropriate action.

Colleen Duffy Kiko
Chairman

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