



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, former employees, and applicants without regard to race; color; religion; sex; national origin; age; disability; genetic information; pregnancy, childbirth, or related medical conditions (including pregnancy accommodation); marital status; political affiliation; or participation in protected activity (such as complaining about discrimination, requesting an accommodation, reporting illegal conduct, or acting as a witness). The FLRA's commitment to EEO extends to all personnel/employment programs, management practices, and decisions, including, but not limited to, those affecting: recruitment, hiring, merit promotions, transfers, reassignments, training and career development, employment benefits, discipline, and separation.

In keeping with its commitment to EEO, it is the FLRA's policy to prohibit discrimination in employment that is based on race; color; religion; sex; national origin; age; disability; genetic information; pregnancy, childbirth, or related medical conditions (including pregnancy accommodation); marital status; political affiliation; or participation in protected activity (such as complaining about discrimination, requesting an accommodation, reporting illegal conduct, or acting as a witness). Further, it is the FLRA's policy that, in employment matters, all employees and applicants will have the opportunity to compete on a fair and equal basis without regard to race; color; religion; sex; national origin; age; disability; genetic information; pregnancy, childbirth, or related medical conditions; marital status; political affiliation; or participation in protected activity (such as complaining about discrimination, requesting an accommodation, reporting illegal conduct, or acting as a witness).

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

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 in accordance with FLRA Anti-Harassment Policy 3895.

All employees and applicants are free to exercise their rights under the laws that provide for EEO and prohibit employment discrimination in federal employment. The FLRA will not tolerate reprisal (retaliation) against anyone for having engaged in activity protected by those

statutes. Retaliation against those who participate in the EEO complaint process in any capacity, request an accommodation based on a disability,<sup>1</sup> pregnancy,<sup>2</sup> or religion<sup>3</sup>, or oppose unlawful discrimination or other illegal conduct, is strictly prohibited.

The FLRA will process complaints of discrimination based on race; color; religion; sex; national origin; age; disability; genetic information; pregnancy, childbirth, or related medical conditions (including pregnancy accommodation); or reprisal for protected activity in accordance with the FLRA's discrimination-complaints procedures. Those procedures are set forth in FLRA EEO Policy 3701. To file an EEO complaint, you must contact an FLRA EEO Counselor within 45 days from: (1) the date of the alleged discriminatory action; (2) the effective date of a personnel action alleged to be discriminatory; or (3) the date you knew, or reasonably should have known, of the alleged discriminatory action. You may obtain information regarding these procedures from the FLRA's EEO Director, Erica Balkum at (771) 444-5809 or [EEODirector@flra.gov](mailto:EEODirector@flra.gov).

You should pursue complaints of discrimination based on marital status or political affiliation, or retaliation related to reports of illegal conduct, through the complaint process administered by the U.S. Office of Special Counsel (OSC). You can find information regarding this process on OSC's website at [www.osc.gov](http://www.osc.gov).



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Chairman Colleen Duffy Kiko

May 19, 2026

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<sup>1</sup> See FLRA Policy No. 3891, Reasonable Accommodation Procedures for Individuals with Disabilities.

<sup>2</sup> The Pregnant Workers Fairness Act requires agencies to provide reasonable accommodations to employees' known limitations related to pregnancy, childbirth, or related medical conditions unless such an accommodation would pose an undue hardship to the agency. See Consolidated Appropriations Act, 2023, Public Law 117-328, Div. II, 136 Stat. 4459, 6084 (2022) (codified at 42 U.S.C. 2000gg to 2000gg-6).

<sup>3</sup> The FLRA is required to make reasonable accommodations for the religious needs of applicants and employees when those accommodations can be made without undue hardship to the agency. See 29 C.F.R. § 1614.102(a)(7).