UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY
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OFFICE OF THE CHAIRMAN

EEO 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 without regard to race, color, religion, sex, national origin, age, disability, genetic information, marital status, sexual orientation, or political affiliation. 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.

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, marital status, sexual orientation, or political affiliation. 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, marital status, sexual orientation, or political affiliation.

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.

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.

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

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 intranet site. You may also obtain information regarding these procedures from the FLRA's Director, EEO Complaints, Gina K. Grippando ((202) 218-7776).

You should pursue complaints of discrimination based on marital status, sexual orientation, or political affiliation 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.

Carol Waller Pope
Chairman

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