



U.S. DEPARTMENT OF JUSTICE EQUAL EMPLOYMENT OPPORTUNITY POLICY

Michael B. Mukasey, Attorney General

The American People rely on each of us at the Department to achieve justice under the rule of law. Our pursuit of justice is stronger, and the fulfillment of our national mission more effective, when we bring to bear the experience, judgment, and energy of colleagues from a wide spectrum of backgrounds. To succeed fully in our mission, we must earn and retain the trust and confidence of all Americans in how we fulfill our responsibility as custodians of justice. We enhance that trust and confidence when the American people understand that the Department of Justice draws on the finest talent from every quarter of this great Nation. Our dedication to the following principles and our commitment to their effective implementation will enhance our ability both to pursue justice, and to demonstrate to the American people our commitment to it.

We will foster an environment in which diversity is valued, understood, and sought.

We will ensure that all programs to recruit, hire, train, develop, promote, reward, and discipline employees are conducted in a fair and consistent manner on the basis of merit. No employee will be denied equal opportunity because of race, color, religion, sex, national origin, age, or disability (physical or mental), status as a parent, sexual orientation or other non merit factor. All employees will be given developmental opportunities that will enable them to achieve their maximum potential and will be judged fairly and with dignity and respect.

We will provide reasonable accommodations for applicants and employees with disabilities.

We will continue to maintain policies to allow all employees to work in an environment that is free from discrimination and harassment.

We will seek to resolve workplace conflicts, confrontations, and complaints in a prompt, impartial, confidential, and constructive manner without fear of reprisal.

We will educate managers, supervisors, and employees of their rights and responsibilities under Federal law, and hold them accountable for the successful implementation of related Department EEO and diversity programs.

We will uphold EEO in the workplace. This is my pledge and my promise.

DOJ IS AN EQUAL OPPORTUNITY EMPLOYER