



U.S. OFFICE OF SPECIAL COUNSEL

Memorandum

TO: All Employees and Applicants for Employment

FROM: William E. Reukauf
Acting Special Counsel

DATE: January 22, 2009

SUBJECT: Diversity and Equal Employment Opportunity

The Office of Special Counsel (OSC) benefits from the many different and distinctive individuals who comprise its workforce. Diversity enhances our ability to accomplish our mission by bringing together people with a wide range of skills, views, and experiences. It is, therefore, OSC's continuing policy to provide equality of employment opportunity for all persons, irrespective of race, color, religion, age, national origin, gender, sexual orientation, parental or marital status, political affiliation, genetic information, or physical or mental disability, and to prohibit discrimination in all facets of employment.

Our commitment to diversity and equal employment opportunity requires more than mere compliance and tolerance. We must continue to meet not only the letter of the law, but also its spirit, by creating and maintaining work environments that provide equality of opportunity for everyone.

The success of this commitment depends on all of us. I fully expect OSC's supervisors and managers to demonstrate their commitment by aggressively eliminating barriers to success for all OSC employees and by seeking new ways to diversify our talent pool. I also call upon all OSC employees to share in this commitment by creating a workplace where everyone is recognized, appreciated, and treated with respect and dignity.

Together, we can continue OSC's commitment to maintain a work environment in which no individual is advantaged or disadvantaged for being different and where all employees have the opportunity to develop their potential and contribute fully to the agency. I look forward to working with you in fulfilling our commitment.