

TO: All DOC Employees

FROM: Secretary of Commerce Gary Locke

SUBJECT: 2010 Secretarial Policy Statement on Equal Employment Opportunity

The Department of Commerce is a leading force for economic growth. We foster the conditions for economic growth and opportunity by promoting innovation, entrepreneurship, market development, and commercialization. We also promote trade and commercial diplomacy. We encourage new, cutting-edge scientific understanding of economic, social, and environmental systems, as we remain stewards of our environment in promoting economically sound blue and green businesses. In a global and diverse economy, we embrace the principles of inclusion as we recruit, develop, and retain a high-performing, diverse workforce with the critical skills necessary for mission success. We recognize that in order to achieve greatness as a federal department and as a nation, we must practice our principles of mutual respect for all. As we continue to foster the conditions for economic growth and opportunity, our commitment to the following principles will enhance our ability to carry out the mission of the Department.

The Department of Commerce does not tolerate discrimination based on race, color, religion, sex (including sexual harassment and pregnancy discrimination), sexual orientation, national origin, age (40 years of age and over), genetic information or disability (physical or mental), including the provision of reasonable accommodations for qualified applicants and employees with disabilities. Retaliation against those who initiate discrimination complaints, serve as witnesses, or otherwise oppose discrimination and harassment is strictly prohibited.

We seek to resolve workplace conflicts in a prompt, impartial, confidential, nondiscriminatory, and constructive manner and without fear of reprisal. We encourage all Department employees to use the Alternative Dispute Resolution Program as a valuable tool in resolving equal employment opportunity disputes.

Mutual respect for all and adherence to the principles of equal employment opportunity not only are bedrock principles of our country, but also undergird the success of American business and good government. We expect all managers, supervisors, and employees to carry out their duties in accordance with the principles of this policy.