

U.S. Office of Personnel Management

EEO POLICY STATEMENT

April 1, 2026

The U.S. Office of Personnel Management (OPM) is fully committed to equal employment opportunity (EEO) for all employees and applicants. OPM prohibits employment discrimination based on race, color, sex, national origin, religion, age (40 and over), disability (physical or mental), genetic information, pregnancy (including childbirth and related medical conditions), or retaliation. OPM is dedicated to notifying its staff regarding their EEO rights and responsibilities, and to providing a fair and neutral process for adjudicating complaints without fear of retaliation.

All executives, managers, supervisors and employees have a responsibility to maintain a high level of professional conduct in the workplace, and to treat others with respect and fairness.

All employees and applicants have the freedom to compete on a fair and level playing field with equal opportunity for competition. Discriminatory actions have no place in our agency and undermine OPM's reputation and effectiveness.

Discrimination, in any form, will be promptly addressed. OPM will not tolerate workplace harassment and will correct the harassing conduct before it becomes severe or pervasive. Retaliation is prohibited against anyone who opposes discriminatory practices or participates in administrative or judicial proceedings (protected activity) under Title VII of the Civil Rights Act; Age Discrimination in Employment Act (ADEA); Equal Pay Act; Rehabilitation Act; Genetic Information Nondiscrimination Act (GINA); or Pregnant Workers Fairness Act (PWFA).

This policy of equal employment opportunity covers every aspect of OPM's practice and procedures in all personnel/employment programs, management practices, and decisions, including but not limited to recruitment/ hiring, merit promotions, transfers, reassignments, training and career development, benefits, and separations. OPM recognizes that adherence to EEO laws and policies continues to be a vital contributory element to our success.

The EEO program helps maintain a quality work force where all employees can do their best work and reach their full potential. It is everyone's responsibility to assist in promoting an environment free of discrimination and retaliation. Mere compliance with minimum requirements is not enough to fully meet our obligations. I challenge everyone to be a role model of appropriate behavior and to confront any form of

discrimination, harassment, retaliation, or other improper behavior when it is observed or brought to your attention. All reports of alleged discrimination will be taken seriously, promptly investigated, and handled with professionalism, dignity, and fairness.

If you believe you have been subjected to discrimination, harassment, or retaliation, you must contact the OPM Office of Equal Employment Opportunity (OEEO) within 45 days of the alleged discriminatory matter or, in the case of a personnel action, within 45 days of the effective date of the action. An employee or applicant who believes he or she has been subjected to discrimination must contact OPM's OEEO (telephone 202-936-0359 or email EEO@opm.gov or TRB, Suite 1458) within 45 days of the alleged discrimination. Please contact the OEEO, if you need further information.

Scott Kuper
Director, U.S. Office of Personnel Management