

ADMINISTRATION FOR
CHILDREN & FAMILIES

INFORMATION FOR: All ACF Employees

Equal Employment Opportunity (EEO) Policy

February 27, 2014

As the Administration for Children and Families (ACF) strives to become a model employer, with a culture that values fairness, diversity and inclusion in the workforce, we must keep in mind our zero tolerance for discrimination and harassment in the workplace. ACF's work environment must be free of discrimination or harassment based on race, national origin, color, age, religion, sex (including pregnancy and gender identity), sexual orientation, disability (physical or mental), status as a parent, genetic information, or other non-merit factor, and we must provide reasonable accommodations to qualified employees and job applicants with disabilities. ACF's work environment must also be free from retaliation or fear of retaliation for opposing discrimination or participating in EEO protected activity, such as filing an EEO complaint.

ACF employees and applicants for employment who believe they have been subjected to discrimination should contact the ACF's Office of Diversity Management and Equal Employment Opportunity (ODME) at (202) 205-1592, within 45 calendar days of the date of the alleged discriminatory action or in the case of a personnel action, within 45 calendar days of the effective date of the personnel action.

For more information or training on ACF's EEO program, please contact ODME at the telephone number provided.

/S/
Deborah Minor
Director, ODME

/S/
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Assistant Secretary for
Children and Families