



FEDERAL ELECTION COMMISSION
WASHINGTON, D.C.

2024 Federal Election Commission Policy Statement on Non-Discrimination and Equal Employment Opportunity

Federal Election Commission (FEC) employees and applicants for employment are protected by federal laws, Presidential Executive Orders, and state and local laws that bar discrimination on the bases of age (over 40), color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion and reprisal. These protections extend to all personnel/employment programs, management practices and decisions, including (but not limited to) recruitment and hiring practices, merit promotions, transfers, reassignments, training and career development, benefits and separations.

The Commission is committed to complying with employment and civil rights laws and will not tolerate discrimination, retaliation, or harassment. Further, the Commission will act to correct any harassing conduct before it becomes severe or pervasive. To enforce these protections, and to ensure that all employees will have the freedom to compete on a fair and level playing field, all FEC employees and applicants should bring any concerns about discrimination to the attention of management. Anyone who believes that she or he has been subjected to discrimination or retaliation should contact the FEC's Office of Equal Employment Opportunity at (202) 694-1228 (or at eeo@fec.gov) within 45 calendar days of the alleged discriminatory action (or in the case of a personnel action, within 45 calendar days of the effective date of the action).

Further, anyone who files a complaint or participates in an investigation of an EEO complaint, or who opposes an employment practice made illegal under the statutes enforced by the Equal Employment Opportunity Commission (EEOC), is protected from reprisal or retaliation. The Commission will not tolerate such acts against an employee who engages in protected activity, whistleblowing, or the exercise of any appeal or grievance right provided by law, and it supports the rights of all employees to exercise their rights under the civil rights statutes.



Sean J. Cooksey
Chairman

February 13, 2024
Date