

**Statement on Equal Employment Opportunity and Anti-Harassment Policies**

(Revised December 15, 2021)

As provided in the agency's Equal Employment Opportunity (EEO) and Anti-Harassment Policies, the Privacy and Civil Liberties Oversight Board (PCLOB) reaffirms its commitment to equal opportunity for all employees and applicants for employment regardless of their race, religion, color, sex (including pregnancy, sexual orientation, and gender identity), national origin, age, disability, and genetic information. We also must protect our workforce and applicants from retaliation for participating in EEO activity or opposing discriminatory acts. Our objective is to provide a work environment where all employees are treated with dignity and respect and can succeed based on their ability to perform assigned duties and responsibilities.

The PCLOB reaffirms that all employees have the freedom to compete on a fair and level playing field with equal opportunity for competition. All personnel decisions are made based on individual merit, qualifications, and competence as they relate to a particular position, and on implementation of the principle of equal opportunity. Further, there will be no reprisal actions taken against any person who takes part in the EEO process or who speaks out against practices they believe may be discriminatory. EEO covers 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. The agency's policies support the ability of all employees to exercise their rights under the civil rights statutes.<sup>1</sup>

The PCLOB reaffirms that workplace harassment will not be tolerated. The PCLOB's policy strives to promote and maintain a work environment free from harassment, and to eliminate harassment before it becomes severe or pervasive enough to violate the law. Allegations of harassment will be subject to an inquiry and, where allegations are substantiated, appropriate action will be taken in accordance with PCLOB policy. Reprisal against individuals who engage in protected activity will not be tolerated, and the agency supports the rights of all employees to exercise their rights under the civil rights statutes.

\_\_\_\_\_  
/s/

Ed Felten, Board Member

\_\_\_\_\_  
/s/

Travis LeBlanc, Board Member

---

<sup>1</sup> The PCLOB has partnered with the General Services Administration (GSA) as a shared service provider for EEO matters. Individuals may contact PCLOB's designated EEO Director (Acting Executive Director), or an EEO Counselor at [eeo@gsa.gov](mailto:eeo@gsa.gov) or 202-501-4571. Please refer to PCLOB's EEO and anti-harassment policies for additional information regarding time limits for contacting the PCLOB or GSA EEO points of contact, e.g., 45 days from the date of the alleged discriminatory act.