



## PRIVACY & CIVIL LIBERTIES OVERSIGHT BOARD

March 7, 2023

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

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, gender identity, and sexual orientation), parental status, national origin, age, disability, genetic information (including family medical history), political affiliation, military service, or other non-merit based factors, as well as prohibiting reprisal for protected EEO activity. These protections extend to all management practices and decisions, including recruitment and hiring, appraisal systems, promotions, training, and career development programs. Furthermore, each of us must support an individual's right, without fear of retaliation, to: (1) participate in the EEO process; and (2) oppose employment practices that are perceived as discriminatory. The agency's policies support the ability of all employees to exercise their rights under the civil rights statutes. Retaliation for reporting unlawful discrimination will not be tolerated. 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.

The PCLOB reaffirms that all employees have the freedom to compete on a fair and level playing field with equal opportunity. All decisions are made based on individual merit, qualifications, and competence as they relate to the 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 he or she believes may be discriminatory. These protections extend to all management practices and decisions, including recruitment and hiring, appraisal systems, promotions, training, and career development programs.

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. Harassment of any sort is fundamentally at odds with the obligation of all Board and staff members to treat each other with dignity and respect. 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. Supervisors are expected to support individuals' rights and oppose employment practices that are discriminatory or harassing.

Employees who believe they have been subjected to discrimination, harassment, or retaliation should consult with the PCLOB EEO or anti-harassment policies for appropriate points of contact to report such activity, or can reach out to an EEO Counselor at the General Services Administration, a shared services provider, at [eeo@gsa.gov](mailto:eeo@gsa.gov) or 202-501-4571.

Sharon Bradford Franklin  
Sharon Bradford Franklin  
Chair

Ed Felten  
Ed Felten  
Member

//signed//  
Travis LeBlanc  
Member

Beth Williams  
Beth Williams  
Member

Richard DiZinno  
Richard DiZinno  
Member