



**UNITED STATES DEPARTMENT OF COMMERCE**  
**U.S. Census Bureau**  
Office of the Director  
Washington, DC 20233-0001

## **FY2024 - FY2026 Equal Employment Opportunity (EEO) and Affirmative Employment Policy Statement**

The U.S. Census Bureau is committed to the values of equal employment opportunity, diversity, and inclusion. As Director, I will work with our dedicated leadership team to actively advance diversity, equity, inclusion, accessibility, civil rights, and equal opportunity for all employees and applicants. We will do so by rooting out systemic inequities that disadvantage particular groups of people and educating and training employees across the agency, while building trust and collegiality within and outside of the agency. We must guarantee transparency, the equitable development and delivery of quality data products, programs, and services, and hold ourselves accountable towards meeting these goals.

It has never been more important for the Census Bureau's leadership to reiterate and confirm that we support equal employment opportunity (EEO) for all employees and applicants for employment, regardless of race, religion, color, sex/gender (including pregnancy, sexual orientation and gender identity), Pregnant Workers (limitations related to pregnancy, childbirth or related medical conditions), national origin, age (40 years of age or older), genetic information (including family medical history), disability (mental or physical) or retaliation/reprisal. Consistent with these obligations, the Census Bureau also provides reasonable accommodations to employees and applicants with disabilities, and for sincerely held religious beliefs, observances, practices, and for limitations related to pregnancy, childbirth and other related medical conditions.

All employees must comply with EEO laws, policies, and procedures as we perform the Census Bureau's mission. Accordingly, all senior leaders, managers, and supervisors must always lead by example, treating everyone with dignity and respect, and promoting an equitable and inclusive workplace culture.

All Census Bureau employees and applicants are also protected against retaliation. Consistent with federal laws, acts of retaliation against an employee who engages in protected activity, such as reporting discrimination or harassment, participating in the EEO process, or otherwise opposing any practice made unlawful by Title VII of the Civil Rights Act of 1964 will not be tolerated. All employees have the freedom to compete on a fair and equitable playing field, with equal opportunity to participate in employment and advancement opportunities. EEO covers all management practices and decisions, human resources/employment programs, including but not limited to recruitment, hiring, separations, merit promotions, transfers, reassignments, trainings, career development, and benefits.

If you believe that you have been subjected to discrimination or have knowledge of discriminatory or harassing behavior you are encouraged to immediately report the behavior to a supervisor, the

Human Resources Division, or the Office of Equal Employment Opportunity, Diversity, and Inclusion (EEODI). You have the right to file a complaint with an EEO Counselor within 45 calendar days of the alleged discriminatory event. You are encouraged to use the Alternative Dispute Resolution (ADR) Program, if offered, as a valuable tool in resolving EEO disputes. Managers and supervisors are reminded that they have a duty to participate in ADR efforts when offered to resolve EEO complaints. When ADR is offered and elected by the aggrieved party, the agency must provide an official with authority to resolve the complaint. Management officials named in an EEO complaint must cooperate throughout the entire complaint process, including aiding in the resolution of complaints.

The Census Bureau’s Office of Equal Employment Opportunity, Diversity, and Inclusion (EEODI) fosters the resolution of EEO complaints and processes complaints of discrimination. Headquarters and Regional Office employees may contact EEODI at 301-763-2853 or 1-800-872-6096; National Processing Center employees may reach EEODI at 812-218-3472. All employees can also email the office at [eeo.complaints@census.gov](mailto:eeo.complaints@census.gov) or send an e-fax to (301) 763-9590. Employees in a bargaining unit may file a grievance via the negotiated grievance procedures.

The Census Bureau believes that a diverse and inclusive environment establishes a sense of belonging among employees and leads to stronger collaborations, and a greater connection to our work. Inclusive behaviors and safe spaces where diverse perspectives are welcome, inspire creativity and drive innovation to achieve our mission to serve as the leading source of quality data about the nation’s people and economy. As such, the Census Bureau strives to achieve a workforce that reflects the rich diversity of the American public that we serve.

We all have a shared responsibility in ensuring our workplace reflects our core values and the principles of equity, inclusion, diversity and belonging. Join me in this commitment to ensure that the Census Bureau continues to serve as a model EEO Employer – an employer of choice, where everyone is valued and respected.



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Robert L. Santos  
Director, U.S. Census Bureau

04-22-2024

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