



Equal Employment Opportunity

Equal Employment Opportunity (EEO) is the concept that employment decisions are required to be based upon valid job related requirements without regard to protected status.

Applicants and employees of D.C. and the federal government are protected under federal laws from discrimination on the bases of race, color, national origin, religion, sex, prior EEO activity, age, disability and genetic information.

EEOC—The Commission

The U.S. Equal Employment Opportunity Commission (EEOC) is an agency in the Executive Branch of the United States Government. EEOC's mission is to enforce laws prohibiting workplace discrimination. These laws protect employees and job applicants against discrimination when it involves:

- Unfair treatment because of race, color, religion, sex (including pregnancy, sex stereotype and gender identity), national origin, age (40 or older), protected EEO activity, disability or genetic information
- Harassment by managers, co-workers, or others in the workplace, because of race, color, national origin, religion, sex (including pregnancy, sex stereotype and gender identity), age (40 or older), disability or genetic information
- Denial of a religious accommodation based on an employee's religious beliefs
- Denial of a reasonable accommodation based on an employee's disability

The Fair Practices Department

The Fair Practices Department is charged with enforcing, training, researching and implementing the policies necessary to fulfill the Federation's commitment to equal opportunity and affirmative action.

The Department is staffed with a Supervisory Attorney, EEO Attorneys, and a Legal Assistant. The Department addresses civil rights violations through member representation, education, and mobilization.

If you would like to find out how you can receive assistance from the Women's and Fair Practices Departments, please contact the Women's and Fair Practices Departments or call 202.639.4006.

EEO Programs

AFGE's EEO programs have two objectives: to ensure equal opportunity through education; and to combat discrimination through representation in litigation and alternative dispute resolution.

EEO Timelines

Initial Contact with EEO Office/Counselor – 45 days

Counseling stage lasts 30 days

Informal or Traditional Counseling – 30 days

ADR – extends counseling period to 90 days

File Formal Complaint – 15 days

Investigative Stage – 180 days

Choose between requesting a Hearing or a Final Agency Decision – 30 days

If current EEO programs are eliminated, the progress we have achieved in the last 40 years will be lost. Equal opportunity must remain open for all.

