Federal Communications Commission
Equal Employment Opportunity Policy
August 5, 2015

The Federal Communications Commission regulates interstate and foreign commerce in communication by wire and radio so as to make communication services available to all people of the United States, without discrimination on the basis of race, color, religion, national origin, or sex. The FCC's commitment to equal employment opportunity and the promotion of a strong affirmative employment program for its employees and applicants for employment is as firmly entrenched as the FCC's core mission to regulate communications without discrimination.

The Federal Communications Commission is stronger, more credible, and more effective when our workforce reflects the experience, judgment, and energy of individuals from diverse backgrounds. To be successful in fulfilling our vitally important mission, we must earn and retain the trust and confidence of the people we serve and we must consistently demonstrate our strict adherence to these principles by:

- Fostering an environment in which diversity is valued, understood, and sought.
- Ensuing that all programs to recruit and hire applicants for employment, as well as programs to promote, train, develop, evaluate, reward, and discipline employees are conducted in a fair and consistent manner, solely on the basis of merit, and in compliance with equal employment opportunity laws and regulations.
- Ensuring equal employment opportunity to all employees and applicants for employment without regard to race, color, religion, sex (including pregnancy and gender identity), sexual orientation, national origin, age, disability (mental, intellectual, or physical), marital status, parental status, political affiliation, genetic information including family medical history, or any other basis protected by law, such as retaliation, reprisal, and equal pay.
- Providing developmental opportunities to all employees to enable them to achieve their maximum potential and judging them fairly and treating them with dignity and respect.
- Providing reasonable accommodations for applicants and employees with disabilities.
- Maintaining policies that allow all employees to work in an environment that is free from discrimination and harassment and in which employees may exercise their rights without fear of reprisal.
- Resolving workplace conflicts, confrontations, and complaints in a prompt, impartial, respectful, and constructive manner.
- Educating managers, supervisors, and employees of their rights and responsibilities under Federal law, and holding them accountable for the successful implementation of FCC Equal Employment Opportunity (EEO) and diversity programs.
- Upholding all EEO principles in the workplace.

Thank you for your commitment to equal employment opportunity and the promotion of a strong affirmative employment program at the FCC.

Tom Wheeler
Chairman