



Commitment to Equal Employment Opportunity Policy Statement for January 24, 2024 through January 23, 2028

I am affirming this agency's commitment to Title VII of the Civil Rights Act of 1964, as amended, which guarantees equal employment for all IMLS employees and applicants.

This EEO Policy Statement is a reminder that all IMLS employees are protected under the law and may seek assistance if they believe they have been subject to unlawful employment discrimination. The IMLS policy is to hold all employees, beginning with managers, accountable for keeping our workplace free from discrimination and ensuring that we provide equal employment opportunity for all in our workforce and for those seeking to enter our workforce.

IMLS employees and applicants for employment are protected by Federal laws, Presidential Executive Orders, and state and local laws designed to protect Federal employees and job applicants from discrimination on the bases of race, religion, color, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, family medical history or genetic information, political affiliation, military service, or other non-merit based factors. These protections extend to all management practices and decisions, including recruitment and hiring practices, appraisal systems, promotions, and training and career development programs. Moreover, since the enactment of the Pregnant Workers Fairness Act (PWFA) on June 27, 2023, IMLS is committed to provide reasonable accommodations for a worker's known limitations related to pregnancy, childbirth, abortion, or related medical conditions.

IMLS employees and applicants are also protected against retaliation. Consistent with Federal laws, acts of retaliation against an employee who engages in a protected activity, whistleblowing, or the exercise of any appeal or grievance right provided by law will not be tolerated. IMLS managers and supervisors are also reminded of their responsibility to prevent, document, and promptly correct harassing conduct in the workplace, and IMLS employees are reminded of their duty to avoid harassing behavior and to report such conduct. Any employee or applicant who believes he or she has been subject to discrimination or retaliation should contact the IMLS Equal Employment Opportunity Office at EEO@imls.gov, 202-653-4768 or, as appropriate, the Office of Special Counsel at 202-254-3600 or the Merit Systems Protection Board at 202-653-7200.

Laura Huerta Migus

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Senior Official Performing
the Duties of the IMLS
Director