



UNITED STATES OF AMERICA
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION
One Lafayette Centre
1120 20th Street, N.W. - 9th Floor
Washington, DC 20036-3457

Equal Employment Opportunity Policy Statement

The Occupational Safety and Health Review Commission (hereafter “Review Commission” or “OSHRC”) supports the principles of equal employment opportunity (EEO) for all employees and applicants for employment. OSHRC’s EEO policy covers all agency employment programs, management practices, and decisions, including, but not limited to recruitment, hiring, merit promotion, transfers, reassignments, training and career development, benefits, discipline, and separation. The Genetic Information Nondiscrimination Act of 2008 (GINA) became effective on November 21, 2009. This law prohibits employers, including Federal Agencies, from discriminating against job applicants and employees based on genetic information. GINA also restricts employers' acquisition and disclosure of genetic information.

This statement notifies all employees and applicants that OSHRC prohibits discrimination on the basis of race, color, religion, sex (including pregnancy), national origin, age, genetic information, disability, pregnancy accommodation and reprisal. The Pregnant Workers Fairness Act (PWFA) requires agencies to provide reasonable accommodations to employees’ known limitations related to pregnancy, childbirth, or related medical conditions unless such an accommodation would pose an undue hardship to the agency. OSHRC is also committed to maintaining a work environment that is free of retaliation against employees for involvement in EEO protected activity and harassment. This commitment includes taking swift and appropriate disciplinary action against individuals who engage in retaliatory and harassing behavior. Furthermore, OSHRC supports the rights of individuals to exercise their rights under applicable EEO and civil rights statutes.

All Review Commission employees are responsible for implementing the agency’s EEO policy. In order to ensure that all employees are afforded a fair and competitive employment process, it is the responsibility of OSHRC management to follow EEO principles in recruitment and personnel management decisions, and to be fair and equitable in the rights of employees. As leaders, managers and supervisors are expected to take an active role in promoting and implementing the agency’s EEO goals and objectives. Achievement of the agency’s equal opportunity objectives will enhance the agency’s ability to accomplish its mission. All employees are expected to abide by the letter, intent, and spirit of the equal opportunity laws and policies.

OSHRC is committed to preventing unlawful discrimination in its employment policies, procedures, practices, and operations. This statement reaffirms the principles of equal employment opportunity and assures that EEO program requirements will be enforced.

A copy of this statement is to be posted in all personnel and EEO offices and made available to all employees via the intranet. For questions concerning EEO, contact Angela Bridges, EEO Director at 202-606-5392 or via electronic mail at abridges@oshrc.gov.

This policy replaces and updates the Equal Employment Opportunity Policy Statement, dated February 13, 2024.

A handwritten signature in black ink that reads "Cynthia L. Attwood". The signature is written in a cursive style and is positioned above a horizontal line.

Cynthia L. Attwood
Chairman
January 22, 2025