

# GOVERNMENT OF THE DISTRICT OF COLUMBIA

## Department of Employment Services

VINCENT C. GRAY  
MAYOR



LISA M. MALLORY  
DIRECTOR

### Office of Equal Opportunity

The Office of Equal Opportunity administers programs and policies related to discrimination within the District of Columbia Department of Employment Services (DOES). The Office of Equal Opportunity coordinates inclusive programming which highlights the diversity of DOES and the District of Columbia.

The Office of Equal Opportunity administers an Equal Employment Opportunity (EEO) Program in compliance with Title VII of the Civil Rights Act of 1964 and the DC Human Rights Act of 1977, as amended. DOES prohibits unlawful discrimination in employment based on an employees' membership in the following protected categories:

- |                             |                        |                          |
|-----------------------------|------------------------|--------------------------|
| -Race                       | -Color                 | -Religion                |
| -National Origin            | -Sex                   | -Age                     |
| -Marital Status             | -Personal Appearance   | -Matriculation           |
| -Sexual Orientation         | -Political Affiliation | -Genetic Information     |
| -Gender Identity/Expression | -Disability            | -Family Responsibilities |

DOES also prohibits unlawful discrimination in employment based on:

- |                    |              |
|--------------------|--------------|
| -Sexual Harassment | -Retaliation |
|--------------------|--------------|

Unlawful discrimination in employment includes, but is not limited to, discrimination in hiring, transfers, promotions, training, compensation, benefits, recognition, discipline, and layoffs and others discharges. It also includes limiting the terms, conditions, or privileges of employment, such as segregating or classifying an employee in a manner that adversely affects their protected status as an employee.

Furthermore, DOES does not discriminate against any beneficiary of programs financially assisted under Title 1 of the Workforce Investment Act of 1998 (WIA) on the basis of the beneficiary's citizenship status as a lawfully admitted immigrant authorized to work in the United States or their participation in any WIA Title 1 financially assisted program or activity.

DOES carries out the following functions to support the agency's commitment to equal employment opportunity and its integration into all facets of personnel management:

- Manage and facilitates DOES' complaint process and counseling program
- Facilitates conflict resolution process to resolve internal EEO complaints
- Provides routine compliance training for managers, employees, and EEO counselors
- Facilitates DOES' Affirmative Action Program and related Special Emphasis Program
- Provide information and guidance to address specific agency-wide concerns