UNITED STATES GOVERNMENT
National Labor Relations Board

Date: October 22, 2026

To: All Employees

From: James R. Murphy, Chairman
Crystal S. Carey, General Counsel

Subject: Equal Employment Opportunity Policy Statement

The NLRB prohibits unlawful discrimination and harassment on any protected basis and affords equal employment opportunities to employees and applicants without regard to race; color; religion; sex; national origin; age; disability; genetic information; pregnancy, childbirth, or a related medical condition; protected EEO activity; protected veteran status; or any other characteristic protected by law. The Agency takes a comprehensive approach to managing its diverse workforce, providing equal employment opportunities, and taking actions to create and maintain an environment that supports and encourages the contributions of all employees.

Scope

This Policy statement is a reminder that the NLRB affords equal opportunity to all employees and applicants for employment in all personnel/employment programs and management practices and decisions, including but not limited to recruitment, hiring, promotions, transfers, reassignments, discipline, separation, training, career development, and any other benefit and privilege of employment. It is the policy of the NLRB to ensure that all employees have the freedom to compete on a fair and level playing field.

In addition to non-discrimination, the Agency is committed to meeting its affirmative obligations under applicable EEO laws. The Americans with Disabilities Act, as amended (ADA), and the Rehabilitation Act of 1973, as amended, prohibit discrimination against individuals with disabilities and require federal agencies to provide personal assistive services to employees with targeted disabilities. The NLRB is committed to providing reasonable accommodations to its employees and

applicants for employment who are qualified individuals with disabilities to enable them to participate in the application process, have equal access to the benefits and privileges of employment, and to perform all essential functions of their position. The Agency's Reasonable Accommodation policy, along with helpful related information, can be found here.

The Pregnant Workers Fairness Act (PWFA), which took effect on June 27, 2023, requires public and private sector employers to provide reasonable accommodations to employees and applicants with known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an undue hardship. The NLRB is fully committed to providing reasonable accommodations to employees and applicants who are protected under the PWFA. More information can be found here: What You Should Know About the Pregnant Workers Fairness Act | U.S. Equal Employment Opportunity Commission (eeoc.gov).

The NLRB also is committed to providing religious accommodations to its employees. Under Title VII, employers are required to accommodate religious practices of employees unless the accommodation is shown to impose an undue hardship.

The Agency similarly supports employees' exercise of their rights under EEO laws and regulations, by prohibiting reprisal against any individual who engages in protected EEO activity (which includes making complaints of discrimination or harassment on a protected EEO basis and complaints of retaliation), participating in EEO proceedings, and protesting an Agency practice or policy on an EEO basis.

Procedure

The Agency takes very seriously complaints of discrimination or harassment based on any EEO protected category as well as unlawful retaliation for engaging in EEO activity. Any employee who believes that they are a victim of any type of unlawful discrimination, harassment or retaliation on an EEO basis should immediately report the offending behavior to an EEO Counselor or to the Director of the Office of Equal Employment Opportunity (OEEO) at (202) 273-3891 or oeeo@nlrb.gov. Employees who believe they have been subjected to harassment, including sexual harassment, in violation of the Anti-Harassment Policy may also file a separate complaint with the Harassment Prevention Coordinator at antiharassment@nlrb.gov.

An employee who wishes to file a complaint of discrimination, harassment, or retaliation must initiate the EEO process with an Agency EEO Counselor or with OEEO within 45 days of the incident of alleged discrimination, harassment, or retaliation. Under federal sector regulations, employees who engage in the EEO process have the right to remain

anonymous during the informal stage of the complaint process, unless the employee waives that right in writing. Supervisors or managers who are made aware of allegations of discrimination, harassment or retaliation should immediately report such complaints to their division head or to the Agency's Office of Special Counsel and Labor Relations.

Any person found to have engaged in discrimination, harassment, or retaliation on the basis of any protected category identified in this policy, and/or reprisal will be subject to disciplinary action up to and including termination of employment.

The NLRB is charged with the vital mission of protecting employee rights in our nation's workplaces, a mission that cannot be accomplished without the talent, dedication, and skill of our employees who carry out the Agency's work. All NLRB employees, regardless of position, bear two equally important, fundamental obligations: (1) to do their jobs to the best of their ability, and (2) to ensure that all employees have a respectful, professional work environment that is free of unlawful discrimination. In this regard, we pledge to give full and meaningful support to the implementation of all EEO policies and objectives so that the quality of our mission and the productivity of our work force is enhanced.

We expect each employee to conduct themselves in a manner consistent with this policy, to treat each other with respect, and to foster equal opportunity for all employees to contribute and succeed.

/s/ James R. Murphy
James R. Murphy
Chairman

/s/ Crystal S. Carey
Crystal S. Carey
General Counsel