

Marine Mammal Commission
Equal Employment Opportunity Policy Statement

7 February 2020

The Marine Mammal Commission (the Commission) has adopted and fully supports a policy against discrimination of any employee or applicant for employment because of age, race, religion, color, disability, sex (including pregnancy, sexual orientation, and gender identity), genetic information, or national origin. This policy includes, but is not be limited to, the following: recruitment and employment, promotion, demotion, transfer, compensation, selection for training including apprenticeship, layoff, and termination. The Commission ensures equal employment opportunities.

The Commission prohibits all forms of unlawful and unfair discrimination and harassment based on age, color, disability, sex (pregnancy, sexual orientation, and gender identity), genetic information, national origin, race, religion, and reprisal.

All employees are assured of the freedom to compete on a fair and level playing field.

All employees are informed that Equal Employment Opportunity (EEO) covers all personnel/employment programs, management practices, and decisions, including, but not limited to, recruitment, hiring, merit promotions, transfers, reassignments, training and career development, benefits, and separations.

Employees are also assured that the Commission will not tolerate workplace harassment or reprisal against anyone who engages in protected activity.

If any employee identifies or becomes aware of an offense, he or she is to contact an EEO official or agency leadership within 45 days of the incident.

Cathy Shrestha has been appointed Equal Employment Opportunity Officer for the Commission and, in conjunction with the General Services Administration, Commission and Boards Service, is responsible for planning, implementing, monitoring compliance with, and overseeing the Commission's decisions and activities concerning its EEO program. All personnel who are responsible for hiring and promoting employees, and for the development and implementation of EEO programs or activities, are charged with awareness of and compliance with this program. They shall provide leadership in implementing EEO goals and initiatives.

The Commission remains committed to taking action to ensure equal employment and advancement opportunities.



Peter O. Thomas, Ph.D., Executive Director

2/7/2020

Date