



National Council on Disability

An independent federal agency making recommendations to the President and Congress to enhance the quality of life for all Americans with disabilities and their families

National Council on Disability EEO Policy Statement

The mission of the National Council on Disability (NCD) is to serve as a trusted advisor to the President, Congress, federal entities, state and local governments, tribal communities and other entities. Fundamental to this mission is the obligation to honor the diversity of NCD's workforce and treat all employees with respect and dignity. NCD promotes Equal Employment Opportunity (EEO), to encourage a climate that capitalizes on the diversity and professionalism of our workforce. Discriminatory or harassing behavior is not tolerated. Pursuant to anti-discrimination statutes, including Title VII of the Civil Rights Act of 1964, as amended ("Title VII") and the Rehabilitation Act of 1973, employment decisions are based on equal employment opportunity for all employees and applicants for employment, regardless of their race, religion, color, sex (including pregnancy, childbirth, or related medical conditions), national origin, age, genetic information, disability, retaliation, or any other status protected by federal laws and regulations. Accordingly, these protections extend to all management practices and decisions, including, but not limited to, recruitment and hiring practices, transfers, reassignments, benefits, separations, appraisal systems, merit promotions, training and career development programs. All employees will have the freedom to compete on a fair and level playing field with equal opportunity for competition.

In accordance with the anti-discrimination statutes, and EEOC guidance, NCD promotes an environment free of discrimination and any form of harassment, where employees may work without fear of reprisal, and where all employees and applicants with qualified disabilities and targeted disabilities receive reasonable accommodations, so they can be successful at their work and where all employees are recognized for their individual performance and contributions to NCD.

Additionally, NCD remains equally committed to the full and meaningful implementation of EEO policies for all NCD employees and applicants consistent with applicable federal civil rights

