

Office for Civil Rights and Civil Liberties

Headquarters EEO Office



Homeland Security

The U.S. Department of Homeland Security's (DHS) Office for Civil Rights and Civil Liberties (CRCL), Equal Employment Opportunity (EEO) and Diversity Programs, Headquarters EEO (Headquarters EEO) Office supports nearly 8,000 DHS Headquarters employees by promoting and facilitating compliance with EEO laws, regulations, and mandates; providing guidance to Headquarters management officials and employees on all aspects of EEO, diversity, and inclusion; preventing and addressing unlawful employment discrimination through training and awareness; and ensuring that all Headquarters employees have a work environment that is free from unlawful discrimination, harassment, or reprisal, which supports them in the fulfillment of their mission to protect the homeland.

The Headquarters EEO Office's work and accomplishments are captured in the following reports: Headquarters EEO's Annual Federal EEO Statistical Report of Discrimination Complaints ("462 Report"); Headquarters EEO's Annual U.S. Equal Employment Opportunity Commission Management Directive 715 Report ("MD-715 Report"); and the DHS Annual Report, pursuant to the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002.

Complaints Program

The Complaints Program administers the process through which Headquarters employees and applicants to a Headquarters program office can file an allegation of unlawful employment discrimination. By filing an EEO complaint, an employee or applicant is provided EEO counseling, which involves a limited inquiry into the allegations and efforts to resolve the matter informally. If the matter is not resolved, the employee or applicant may file a formal complaint and the Headquarters EEO staff will conduct a full, fair, and impartial investigation into the accepted claims. Throughout all stages of the EEO complaint process, Headquarters EEO encourages alternative dispute resolution (ADR) as a confidential, fast, and cost effective approach towards resolving disputes.

Disability Employment & Reasonable Accommodation Program

DHS is committed to providing reasonable accommodations to Headquarters employees and applicants with a disability. A reasonable accommodation is a workplace adjustment or alteration that enables an individual with a disability to apply for a job, perform essential job duties, or enjoy the full benefits and privileges of employment. The Reasonable Accommodation (RA) Program facilitates the requests for such accommodations, provides guidance to management officials and employees on interactively identifying potential accommodations, and tracks requests to ensure they are processed in a timely manner. The RA Program also provides training to the Headquarters program offices regarding the RA process and disability employment related matters.

Affirmative Employment Program

The Affirmative Employment Program (AEP) proactively works to identify barriers to EEO, collaborating with the Office of the Chief Human Capital Office and Headquarters program offices to identify solutions that will eliminate those barriers. Using the MD-715 Report as a roadmap, the AEP supports and encourages the recruitment, selection, promotion, training, career development, and retention of the diverse and inclusive workforce across all of Headquarters' programs. The AEP also leads diversity-related special emphasis programs, organizing commemorative programs, conducting outreach, and performing barrier analysis.

Contact Us

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