

**DISTRICT OF COLUMBIA COURTS
JOINT COMMITTEE ON JUDICIAL ADMINISTRATION
PERSONNEL POLICIES**

EQUAL EMPLOYMENT OPPORTUNITY

POLICY NO. 400

I. Policy. It is the policy of the District of Columbia Courts to provide equal employment opportunity for all persons; to prohibit discrimination in employment on account of race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, family responsibilities, genetic information, disability, matriculation, political affiliation, status as a victim or family member of a victim of domestic violence, a sexual offense, or stalking, or credit information of any individual; and to promote the full realization of equal employment opportunity by establishing and maintaining an affirmative action program with respect to the personnel policies and practices in the employment, development, advancement, and treatment of its employees. Nothing in this policy prevents the D.C. Courts from performing consumer credit checks on individuals applying for or occupying sensitive positions, including positions that are financial in nature, positions that handle confidential or privileged information, and magistrate judge positions. Prior to conducting a consumer credit check, and as a condition of employment, an appointee subject to the check shall execute an authorization to obtain a consumer credit report which shall set forth the appointee's or employee's rights under the Fair Credit Reporting Act.

II. EEO Officer. An Equal Employment Opportunity (EEO) Officer shall be appointed by the Executive Officer. The EEO Officer shall have independent authority to make reasonable cause determinations for EEO matters. The EEO Officer shall advise the Joint Committee on Judicial Administration and the Executive Officer at least annually of the status of equal employment opportunity in the District of Columbia Courts, of any existing deficiencies, of the necessity for specific programs, and of the need for any changes in the affirmative action program.

III. Anti-Reprisal. All employees shall be protected against retaliation or reprisal for consulting the EEO Officer or when opposing any practice that is prohibited by Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Equal Pay Act, the Rehabilitation Act, the District of Columbia Court Comprehensive Personnel Policies, or for participating in any stage of administration or judicial proceedings under these statutes or policies.

Revised May 2020