

What is EEO

And why should I care?

Equal Employment Opportunity

EEO stands for Equal Employment Opportunity. What exactly does this mean? It means that every individual should be provided equal terms and conditions of employment regardless of race, color, religion, sex, (including sexual harassment) gender identity, age, national origin, veteran status, military status, or disability. This applies to all terms or conditions associated with the employment process, i.e., hiring, promotions, terminations, discipline, performance evaluations, interviews . . . It means what applies to you, applies to me, applies to her, and applies to him – regardless – it applies to each individual the same. The EEO office is designated as the office to oversee agency compliance and adherence to applicable federal, state, and local rules, laws, and regulations governing nondiscrimination in employment.

OUR MISSION

The Ohio Environmental Protection Agency's (OEPA) Office of Equal Employment Opportunity (EEO), as advocates of equality, is committed to maintaining optimum professional service performed at the highest standards possible. The Office of EEO pursues fair and equal treatment for all individuals employed by or seeking employment with the OEPA, regardless of race, color, sex, sexual orientation transgender person or other distinguishing features, attributes or characteristics (including sexual harassment), age, national origin, religion, veteran status, military status, or disability while simultaneously monitoring the agency's compliance with all applicable federal, state and local laws, rules, and regulations governing nondiscrimination in employment.

Changes in workforce composition are occurring at a very rapid rate. These changes will serve to strengthen the diversity of a growing workforce. The adjustment rate to this changing working environment may not occur at the same rapid pace. The lag between the two, workforce diversity and workplace attitudes may cause conflicts as workers adjust to operating differently and operating with the differences.

The Office of Equal Employment Opportunity is committed to working hard for the EPA's workforce. We believe a solution to every problem exists and that no problem is too small or trivial to resolve.

EEO's proactive approach includes taking an active role in employee training, counseling, and the processing of inquiries and complaints, whether formal or informal. EEO will handle this in a fair, equitable, and a professional manner.

EEO's success relies on the effort and support of every employee. We want our employees armed with the tools and resources necessary to function productively at work, in turn, increasing the productivity of our agency as we serve our clients. Each of us as employees of the EPA are first and foremost public servants, here to provide quality service to our clients.

From where EEO sits – each individual on the EPA's payroll is our client –not a potential client –not a previous client – but our client at all times.

Caring is the biggest part of EEO. **If you care**, you help project the positive image the agency makes as an agent for the State of Ohio. **If you care**, you contribute positively to our work culture. **If you care**, you are part of the solution and not the problem. **If you care**, it helps make you a winner, and to be a winner, all you need to give is all you have. Do your part – **CARE!**