



Equal Employment Opportunity is the Law

The Office of Workforce Engagement (OWE) enforces the DHRM Policy 2.05 Equal Employment Opportunity which prohibits employment discrimination on the basis of the protected categories in the Governor's Executive Order State law, and as identified by the U.S. Equal Employment Opportunity Commission.

Our Jurisdiction

All agencies of the Executive Branch whose employees are covered by the Virginia Personnel Act.

Who is Protected?

Current and former classified and wage employees of Executive Branch agencies, as well as job applicants.

Prohibited Employment Discrimination

An employer may not discriminate against you on the bases of:

- Race
- Color
- National Origin
- Religion
- Sex (including pregnancy, sexual harassment, sexual orientation, gender identity or expression)
- Age (40 and older)
- Disability
- Genetic Information
- Veteran Status
- Political Affiliation
- Retaliation (for filing a complaint, complaining to a government agency/employer, participating in an investigation)

Employment Practices that can be Challenged

All employment practices, including those listed below can be challenged as discrimination.

- Hiring and promotions
- Pay (unequal wages and compensation)
- Failure to provide a reasonable accommodation or engage in the interactive process
- Discharge, terminations, or layoffs
- Retaliation
- Requesting or disclosing medical information of employees
- Obtaining or disclosing employee genetic information
- Job training
- Benefits

Know Your Rights

If you believe you’ve been discriminated against, contact OWE for consultation right away as there are time limits for filing a complaint of discrimination. You should also contact your agency’s Human Resource Office to initiate the complaint process.



To learn more about OWE including information about filing a complaint, please scan the QR code.

CONTACT OUR OFFICE
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