

## **AFFIRMATIVE ACTION POLICY**

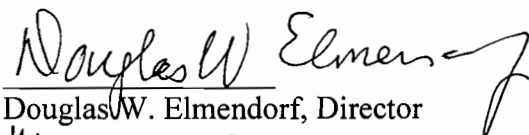
It is the longstanding policy of the Congressional Budget Office (CBO) to employ and promote qualified personnel without discrimination because of their race, color, creed, religion, national origin, sex, sexual orientation, disability, age, marital status, or veteran status. To achieve broader diversity of its staff, CBO will develop and institute an affirmative action plan with specific objectives furthering the ability of women, minorities, and individuals with disabilities to achieve balanced representation in the agency.

The Congressional Budget Office hereby reaffirms its policy of providing equal opportunity to all employees and applicants for employment in accordance with the Congressional Accountability Act and all applicable Federal laws, directives and regulations. In its employment practices, CBO will not discriminate against or harass any employee or applicant for employment because of his or her race, color, creed, religion, national origin, sex, sexual orientation, disability, age, marital status, or veteran status. Such employment practices include, but are not limited to, the following: recruitment, hiring, promotion, demotion, transfer, layoff, disciplinary action, termination, compensation, and opportunity for training.

CBO will develop an Affirmative Action Plan to maximize diversity in recruitment especially in regard to the executive ranks, while continuing to ensure that all employment practices are free of discrimination. CBO will continue to provide reasonable accommodation to applicants and employees with disabilities. I direct all managers, supervisors, and staff members to commit themselves to support CBO's diversity recruitment objectives.

The Director of Human Resources will administer the Affirmative Action Plan, including monitoring and reporting on the Plan. I will receive and review reports on the progress of the plan. Once implemented, CBO's Affirmative Action Plan may be inspected during normal business hours by contacting the Director of Human Resources.

Any complaints concerning CBO's recruitment or employment practices should be forwarded to the Director of Human Resources at 410 Ford House Office Building, Washington, DC 20515, or any other representative of management, including me. Appropriate parties will investigate allegations of discrimination or harassment as confidentially and promptly as possible, and we will take appropriate action in response to these investigations.

  
Douglas W. Elmendorf, Director  
May 28, 2009  
Date