

## ***Explanation of How the Department of Justice Uses Disability, Gender, Gender Identity, Ethnicity, and Race Identification Data***

### **Providing Demographic Information**

The U.S. Department of Justice is an Equal Opportunity/Reasonable Accommodation Employer. Except where otherwise provided by law, there will be no discrimination because of color, race, religion, national origin, political affiliation, marital status, disability (physical or mental), age, sex, gender identity, sexual orientation, genetic information, status as a parent, membership or non-membership in an employee organization, on the basis of personal favoritism, or any non merit factor.

Our agency works diligently to recruit applicants using practices that are free from discrimination and provide equal employment opportunities. The information you choose to provide helps ensure that our agency is recruiting from the entire U.S. citizen workforce. Your furnishing the requested information is voluntary. Demographic information provided by you is not shared with selecting officials or Department of Justice reviewers (however, please note your option to consent to disclosure of disability information, below). Your decision not to provide the information will not affect your consideration for employment.

### **Disability Information Privacy Act Statement**

Collection of the requested information is authorized by the Rehabilitation Act of 1973 (P.L. 93-112). The information you furnish will be used for the purpose of producing statistical reports to show agency progress in hiring, placement, and advancement of disabled individuals and to locate individuals for voluntary participation in surveys. The reports will be used to inform agency top management, the Office of Personnel Management (OPM), Congress, and the public of the status of programs for employment of persons with disabilities. All such reports will be in the form of aggregate totals and will not identify you in any way as an individual unless you specifically consent to disclosure of the fact that you identified yourself as an individual with a targeted disability, along with your name, contact information, and other information provided in this application to DOJ officials with the need to know for hiring purposes. Even if you consent to disclosure of the information listed above, disability disclosures will not be reflected on your application, nor will your status be disclosed as part of the standard review and selection process.

Your furnishing this information is voluntary. Your failure to do so will have no effect on you or your Federal employment.

### **Gender, Ethnicity, and Race Identification Privacy Act Statement**

You are requested to furnish this information under the authority of 42 U.S.C. 2000e-16, which requires that Federal employment practices be free from discrimination and provide equal employment opportunities for all. Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity, are published in the Federal Register, October 30, 1997, as amended, December, 2002.

This information is used as necessary to plan for equal employment opportunity throughout the Federal government. It is also used in the production of summary descriptive statistics and analytical studies in support of the function for which the records are collected and maintained, or for related workforce studies. The records and studies may be used to inform agency top management, the Office of Personnel Management (OPM), Congress, and the public of the status of hiring programs. All such reports will be in the form of aggregate totals and will not identify you in any way as an individual.

Your furnishing this information is voluntary. Your failure to do so will have no effect on you or your Federal employment.

### **Explanation of How Ethnicity and Race Identification Will Be Reported**

All employees who identify as Hispanic or Latino will continue to be reported in that category only - regardless of the race or multiple races they designated.

All employees who identify themselves as Non-Hispanic and choose more than one race will be reported only in the new category "Two or more Races" they will not be reported in any of the race categories they identified.

### **Gender Identity Privacy Act Statement**

The Department is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. The information you furnish may be used for the purpose of producing statistical reports to show agency progress in hiring and placement, and to locate individuals for voluntary participation in surveys. The reports may be used to inform agency top management, the Office of Personnel Management (OPM), Congress, and the public of the status of hiring programs. All such reports will be in the form of aggregate totals and will not identify you in any way as an individual.

Your furnishing this information is voluntary. Your failure to do so will have no effect on you or your Federal employment.

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