



As of May 2023

EEO Language Examples

This document provides examples of different EEO language that a variety of employers provide as part of their hiring process. This document is not intended to provide legal advice. Any language that employers update or change should be reviewed by an employment lawyer.

SHRM - Template

[Company Name] is an equal opportunity employer. In accordance with anti-discrimination law, it is the purpose of this policy to effectuate these principles and mandates. [Company Name] prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law. [Company Name] conforms to the spirit as well as to the letter of all applicable laws and regulations.

Betterteam - Template

[Company Name] is an equal opportunity employer that is committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws.

This policy applies to all employment practices within our organization, including hiring, recruiting, promotion, termination, layoff, recall, leave of absence, compensation, benefits, training, and apprenticeship. [Company Name] makes hiring decisions based solely on qualifications, merit, and business needs at the time. For more information, read through our EEO Policy {Add Link}.

Manufacturers

Saint-Gobain

Saint-Gobain provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state and local laws. Saint-Gobain is an equal opportunity employer of individuals with disabilities and supports the hiring of veterans.



[Union Pacific Railroads](#)

Union Pacific's equal opportunity and affirmative action policies require that employment decisions are to be based on valid job requirements, and extend to all terms, conditions, and privileges of employment including, but not limited to, recruitment, selection, compensation, benefits, training, promotion, and disciplinary actions. Union Pacific undertakes affirmative action to recruit, hire, train, and advance qualified minorities, females, individuals with disabilities, and protected veterans. Under its affirmative action program, Union Pacific undertakes good faith efforts to correct any areas of underutilization and monitors its employment practices for potential discrimination.

Tech & Media

[Dell](#)

Dell is an Equal Opportunity Employer and Prohibits Discrimination and Harassment of Any Kind: Dell is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. All employment decisions at Dell are based on business needs, job requirements and individual qualifications, without regard to race, color, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical, mental or sensory disability, HIV Status, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, past or present military service, family medical history or genetic information, family or parental status, or any other status protected by the laws or regulations in the locations where we operate. Dell will not tolerate discrimination or harassment based on any of these characteristics. Dell encourages applicants of all ages.

[Facebook](#)

Facebook is proud to be an Equal Employment Opportunity and Affirmative Action employer. We do not discriminate based upon race, religion, color, national origin, sex (including pregnancy, childbirth, reproductive health decisions, or related medical conditions), sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, genetic information, political views or activity, or other applicable legally protected characteristics. You may view our Equal Employment Opportunity notice [here](#). We also consider qualified applicants with criminal histories, consistent with applicable federal, state and local law. We may use your information to maintain the safety and security of Facebook, its employees, and others as required or permitted by law. You may view Facebook's Pay Transparency Policy, Equal Employment Opportunity is the Law notice, and Notice to

Applicants for Employment and Enrollment, and corresponding links. Additionally, Facebook participates in the E-Verify program, as required by law.

envoy

Facebook is committed to providing reasonable accommodations for qualified individuals with disabilities and disabled veterans in our job application procedures. If you need assistance or accommodation due to a disability, you may contact us at accommodations-ext@fb.com

Law Firms

Buckley

It is the policy of Buckley to extend equal employment opportunity to all qualified persons without regard to age, sex, sexual orientation, gender, gender identity or expression, race, citizenship, ancestry, national or ethnic origin, color, religion or belief, marital status, parental status, pregnancy, childbirth or related medical condition, physical or mental disability, military and veteran status, genetic information, or any other characteristic protected by applicable law.

Orrick

It is the policy of Orrick, Herrington & Sutcliffe LLP to provide equal employment opportunity to all employees and applicants for employment and to comply with all applicable federal, state and local laws. This Policy covers all aspects of employment including: recruitment, hiring, promotion, compensation, training, discipline, termination and other terms and conditions of employment. The Policy applies to all qualified employees and applicants for employment without regard to race, color, religion, creed, sex (including pregnancy), gender (including gender identity and expression), sexual orientation, national origin, ancestry, citizenship status, age, marital status, genetic information, physical or mental disability, medical condition, veteran status and all other categories protected by federal, state or local laws, ordinances or regulations. Orrick will also undertake, through affirmative action efforts, to increase employment opportunities for minorities, women, veterans and individuals with disabilities.

Food & Beverage

Starbucks

All partners and applicants will be treated fairly, without regard to race, color, religion, sex, national origin, age, physical or mental disability, sexual orientation, marital status, military or veteran status, gender identity and expression, genetic information, or any other factor protected by law.



Nonprofit Organizations

National Center for Transgender Equality

The National Center for Transgender Equality is an equal opportunity employer. NCTE is committed to providing a work environment free of harassment, discrimination, retaliation, and disrespectful or other unprofessional conduct based on age, citizenship, color, creed, physical or mental disability, economic status, education, ethnicity, family responsibilities, gender identity and expression, genetic information, health status including HIV status, height, housing status, marital status, matriculation, national origin, physical appearance, race, religion, political affiliation, pregnancy, sex, sexual orientation, union membership, veteran status or other unlawful factors. This policy applies to all employment practices including, but not limited to recruiting, hiring, benefits, promotions, training, disciplinary action, and termination.

ACLU of Virginia

The ACLU of Virginia is an equal opportunity employer. We value a diverse workforce and an inclusive culture. The ACLU of Virginia encourages applications from all qualified individuals without regard to race, color, religion, gender, sexual orientation, gender identity and expression, age, national origin, marital status, citizenship, disability, and veteran status. Persons with disabilities may request accommodations.