



Equal Employment Opportunity (EEO) Policy Statement



At the Virginia Information Technologies Agency (VITA), we are dedicated to ensuring that VITA embraces equal opportunity and inclusiveness for everyone who works here. Therefore, by policy, preference and adherence to the Department of Human Resource Management policy on [Equal Employment Opportunity](#), and applicable state and federal laws, we reaffirm our continuing commitment to Equal Employment Opportunity.

We commit to foster a culture that demonstrates the principles of civility, inclusion, diversity, equity, and mutual respect for all of our employees, applicants, customers, clients, contractors, volunteers, and other third parties. In keeping with our commitment, workplace harassment (including sexual harassment), bullying (including cyberbullying), and workplace violence of any kind are prohibited within VITA.

We all must work diligently to maintain a workplace free from discrimination and harassment of any kind. Therefore, this Equal Employment Opportunity Policy Statement shall serve as the guide for all actions and shall be applied during all management practices and decisions, including employment practices and programs (e.g.: recruitment, selection, promotion, demotion, transfer, compensation, benefits, training, and termination).

All aspects of human resource management shall be conducted without regard to race (or traits historically associated with race, including hair texture, hair type, and protective hairstyles such as braids, locks, and twists), color, religion, sex, gender identity, sexual orientation, pregnancy, parental status, national origin, age, disability (physical or mental), family medical history or genetic information, political affiliation, or veteran status.

Additionally, emphasis will be placed on recruiting qualified minorities, women, disabled persons, veterans, and older Virginians to serve at all levels of VITA through strategic outreach and advertisement. However, this does not permit or require lowering of bona fide job requirements, performance standards, or qualifications to give preference to any state employee or applicant for state government.

All employees are expected to adhere to the EEO Policy Statement, as well as the Commonwealth's [Civility in the Workplace Policy](#). Those bringing forth complaints are encouraged to address their complaints with their supervisor/manager or with Human Resources. All complaints will be reviewed and/or investigated promptly, according to VITA's [Civility in the Workplace-Complaints Procedures Policy](#). Other avenues of redress are also available through the United States Equal Employment Opportunity Commission, the [State Discrimination Complaint Procedure](#), and [DHRM's Grievance Procedure](#).

Additionally, VITA will not tolerate any form of retaliation against anyone, who, in good faith, either reports prohibited behaviors or participates in any investigation concerning such behaviors. Employees found engaging in any action (discriminatory or retaliatory) that violate these policies may be subject to action under the Commonwealth's [Standards of Conduct Policy](#) and VITA's [Standard of Conduct Supplemental Policy](#).

We appreciate your shared commitment to equal employment opportunity and we look forward to working with you to advance the agency's all-important mission: *"To deliver sustainable and effective results to our customers through innovative, efficient and secure services."*

Your Executive Team,

Cynthia Cordova-Edwards

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