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Eeo statement template

The Equal Employment Opportunity Commission (EEO) declaration is intended to comply with the Equal Employment Opportunity Commission (EEOC), but it also has a marketing aspect. The words in your EEO statement (which often appear in all your job successes) are also words by which the candidate will measure you. That's why I ran every EEO statement below through the Ongig Text Analyzer software to make sure they were gender neutral and inclusive. In fact, many employers are adding new diversity-related words, such as inclusive, LGBT, and gender identity, to their EEO statements. On the other hand, if your words are too compliance-heavy, you will be interpreted as conservative or stodgy. Words matter! If you want to write more inclusive content, you can also try these 4 Diversity tools. I looked at eEO extract samples from 10 employers that could help you improve or create your own EEO statement. If you'd like to see an EEO sample statement with the enlistment language added to it, check out 10 examples of the awesome inclusion statement. Here are 10 samples of an effective EEO statement: SurveyMonkey I've been in with SurveyMonkey since tennis star Serena Williams recently joined their board to help improve their hiring diversity; and Facebook coo Sheryl Sandberg is also on their board and has a lot of energy around hiring women. They have a short and sweet non-legalistic approach and mention 2 keywords: diversity and inclusive. SurveyMonkey is an equal opportunities employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. Winery E&J Gallo If you want to use as few EEO words as possible and yet probably in accordance with working as a contractor or subcontractor with the U.S. government (see Section 60-1.41 of the EEOC Act on Job Advertisements), you can do what the Gallo wine company does in its work – simply insert these 3 words into the bottom of each job : Equal Opportunities Employer Note A: Gallo has plenty of other details about diversity on the rest of its GalloCareers website. Google Notice how Google uses first person language (we, ours, etc.) and excels at using positive words like celebrate and prosper. At Google, we don't just accept differences — we celebrate, support, and thrive on google for the benefit of our employees, our products, and our community. Google prides it on being a workplace with equal opportunities and being an employer with affirmative action. The U.S. federal government may not think of the federal government as modern or progressive, but they were among the first major employers to include mention of gender identity and sexual orientation in their own jobs' EEO statement: The United States government does not discriminate in employment based on race, color, religion, gender (including pregnancy and gender identity), national origin , political affiliation, sexual orientation, marital status, disability, genetic information, age, age, retaliation, parental status, military service or any other factor which is not a well-founded factor in the organisation of employees. This is a controversial topic – The Human Rights Campaign has called on the Commerce Department to later remove any mention of gender identity and sexual orientation. Dell Dell throws in kitchen-sink areas that don't discriminate and I applaud them for being so inclusive. One of the challenges with this approach is that the list of types of people they welcome will become longer and cumbersome as new topics such as gender and sexual orientation (both have) arise. Dell is an equal opportunity employer and prohibits discrimination and harassment of any kind: Dell is committed to the principle of equal employment opportunities for all employees and to provide employees with a work environment free from discrimination and harassment. All employment decisions at Dell are based on business needs, employment requirements and individual qualifications, regardless of race, color, religion or belief, national, social or ethnic origin, gender (including pregnancy), age, physical, mental or sensory disability, HIV status, sexual orientation, gender identity and/or expression, marital, civil or domestic partner status, past or present military service, family history or genetic information, family or parental status or any other status protected by laws or regulations in the places where we operate. Dell will not tolerate discrimination or harassment based on any of these features. Facebook Facebook EEO is pretty standard, but I have it here because they contain both an email address and a phone number for disabled candidates. Facebook prides it on being an employer with equal employment opportunities and affirmative action. We do not discriminate based on race, religion, color, national origin, gender (including pregnancy, childbirth or related medical conditions), sexual orientation, gender identity, gender expression, age, protected veteran status, individual disability status, or other applicable legally protected characteristics. If you need help or accommodation due to disability, you can contact us on accommodations-ext@fb.com or call us at 1+650-308-7837. Zayo I include Zayo's EEO statement because they add a less-used line of merit: All jobs are decided based on qualifications, merit, and business needs. Zayo is an equal opportunity employer. Zayo does not discriminate based on race, religion, color, gender, gender identity, sexual orientation, age, non-disqualifying physical or intellectual disability, national origin, veteran status or any other basis covered by applicable law. All employment is decided on the basis of qualifications, merit and business needs. Tesla's EEO statement is just like them. Says that not only do they hire on merit, but fire on merit. Everything is based on merit! Tesla's Employer. All aspects of employment, including the decision to hire, support, discipline, or discharge, will be based on merit, competence, performance, and business needs. We do not discriminate based on race, color, religion, marital status, age, national origin, origin, physical or intellectual disability, medical condition, pregnancy, genetic information, gender, sexual orientation, gender identity or expression, veteran status, or any other status protected by federal, state or local law. IMP Group International leads off with our goal being unique. It's both first-person (Ours) and mentions that it's their goal (which means they're working on progress on diversity). In their open line they also mention a diverse one that immediately differs from other EEO statements that jump right into the legalese. Our goal is to be a diverse workforce that is representative of the citizens we serve at all levels of jobs. IMP Group Ltd. has a policy of employee equality and we welcome requests from indigenous people, African Nova Scotian and other racially visible people, people with disabilities and women in occupations or positions where they are under represented. If you are a member of one of the stock groups, we encourage you to identify yourself either on the application form, cover letter or CV. Comcast Don't you think mentioning LGBT as one of only 9 words in their EEO statement could win over the LGBT (Lesbian, Gay, Bi-Sexual, Transgender) community? I am. Comcast's EOE/Veterans/Disabled/LGBT Employer Bonus EEO Statement! I know I said I only had 10 EEO statements, but here are some others I found later: Under Armour UnderArmour's EEO statement mentions respect and teammates in their opening sentence – these are positive words that are rarely seen in an EEO statement. At Under Armour, we are committed to providing an environment of mutual respect where equal employment opportunities are available to all applicants and teammates, regardless of race, color, religion, gender, pregnancy (including childbirth, lactation, and related medical conditions), national origin, age, physical and mental disabilities, marital status, sexual orientation, gender identity, gender expression, genetic information (including characteristics and testing), military and veteran status, and any other characteristics protected by applicable law. Under Armour believes that diversity and inclusion among our teammates is critical to our success as a global company and we strive to win, develop and retain the most talented people from a diverse candidate. Textio This EEO statement may be my favorite of all. It's written in plain English, mostly first person and drops all legalese. It also answers the question Why (the more inclusive we are, the better our work will be). Textio seriously embraces diversity and equal opportunities. We are committed to building a team, represents a wide range of perspectives and skills. The more inclusive we are, the better our work will be. UBS UBS is an equal opportunity employer. We respect and strive to empower each individual and promote diverse cultures, perspectives, skills and experiences within our workforce. The Code for America Code for America is an example of a 2-pronged EEO statement. Their first sentence uses affirmative language (the Codex for America values a diverse workplace... They follow that up with the second paragraph, which has a more kitchen sink EEO statement in which they mention all groups of people that will not be discriminated against by code for America values diverse workplaces and strongly encourages women, people of color, LGBT people, people with disabilities, members of ethnic minorities, foreign-born residents, and veterans to make. Code for America is an equal opportunity employer. Applicants will not be discriminated against because of race, color, religion, gender, sexual orientation, gender identity or expression, age, religion, national origin, citizenship status, disability, origin, marital status, veteran status, medical status, or any protected category prohibited by local, state or federal law. Cupertino Electric Cupertino jazzes up an otherwise boring EEO language used by many other employers. See how they say they are proud to be an employer with equal employment opportunities and affirmative action and to celebrate diversity. Sometimes adding just one or 2 power words like that makes all the difference: Cupertino Electric, Inc. (CEI) is proud to have equal employment opportunities and affirmative action by employers. We celebrate diversity and do not discriminate based on race, religion, color, national origin, gender, sexual orientation, age, veteran status, disability or other applicable characteristics protected by law. Ongig I also wrote this one, which I used for Ongig's own work. It's EEOC compatible, so Ongig can work with the government: We are equal opportunities for employers and values diversity. All employment is decided on the basis of qualifications, merits and business needs. Note If you find this article interesting, you may also find this useful: 10 examples of Awesome Diversity Statements. Legal Note: You should talk to your own attorneys/counselors about what language compliance is necessary for your own EEO statement in posts. Why did I write it? The reason I care so much about EEO statements is because they are a common element of job description. And Ongig's mission is to transform job descriptions to support candidate requests and diversity. Give me a shout out if you would like to see how ongig text analyzer will help you write the best EEO statement and all the other parts of your work descriptions. It's not just about compliance... It's about who you are and who you want to be. Tags: Compliance with EEO statement plain english textio