



## **Who We Are And What We Do**

### **EEO Compliance & Diversity Management Division**

#### **Compliance and Investigation**

The EEO Division investigates complaints of discrimination and harassment for all Montgomery County Executive Branch departments and agencies. The EEO Division investigates all allegations based on the protected classes, set forth in the Federal, State and Local discrimination law. The EEO Division's investigations must be complaints filed by employees but may also include non-employees, if the conduct involves discriminatory employment practice or discrimination by an employee in the provision of goods and services.

#### **Training**

The EEO Division conducts mandatory Preventing Workplace Harassment Training for all employees, as well as EEO training for supervisors and managers. The Division may provide department training by request, and can also provide training for employees who have limited English proficiency or need accommodations consistent with the American with Disabilities Act (ADA).

#### **EEO Mandatory Compliance and Reporting**

The EEO Division is tasked with complying with federal and state EEO mandated reporting requirements, which include EEO-4 and data related to federal and state funding. The Division also reviews and analyzes other data related to the workforce.