

**UNITED STATES PATENT AND TRADEMARK OFFICE**

**NON-DISCRIMINATION POLICY  
Agency Administrative Order 214-01**

**Date of Issuance:**

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## NON-DISCRIMINATION POLICY

### I. PURPOSE

This Order establishes general policy for the United States Patent and Trademark Office (USPTO/Agency) to prohibit discriminatory practices and policies.

### II. POLICY

- A. It is the policy of the USPTO to prohibit discrimination in employment because of race, color, religion, sex, national origin, age, disability, and/or genetic information. No employee or applicant for employment shall be subject to retaliation for opposing any practice made unlawful by anti-discrimination statutes or for participating in any stage of administrative or judicial proceedings under those laws. Authority: Title VII of the Civil Rights Act of 1964 (Title VII), as amended, 42 U.S.C. § 2000e *et seq.*; Equal Pay Act of 1963, as amended, 29 U.S.C. § 206(d) *et seq.*; Age Discrimination in Employment Act of 1967 (ADEA), as amended, 29 U.S.C. § 621 *et seq.*; Section 501 of the Rehabilitation Act of 1973 (Rehabilitation Act), as amended, 29 U.S.C. § 791 *et seq.*; 29 C.F.R. pt. 1630 (2003); and Genetic Information Nondiscrimination Act of 2008 (GINA), 42 U.S.C. § 2000ff *et seq.*
- B. It is the policy of the USPTO to maintain a continuing affirmative program to identify and eliminate discriminatory practices and policies, including discrimination in the Agency's personnel policies, practices, and working conditions. Authority: 29 C.F.R. § 1614.102(a) (2003).
- C. It is the policy of the USPTO to prohibit discrimination in employment based on sexual orientation, gender identity and/or status, marital status, and/or political affiliation. Authority: 5 U.S.C. § 2302 of the Civil Service Reform Act of 1978, as amended; Executive Order 11478, as amended by Executive Orders 12106 and 13087 (collectively, the Executive Order); and the Executive Memorandum of June 17, 2009.

### III. SCOPE

This Order applies to employees and applicants for employment at the USPTO.

### IV. ACCOUNTABILITY

- A. The Agency's officials, managers, supervisors, and other employees will be held accountable for discrimination, civil rights violations, and related misconduct.
- B. The Agency will take appropriate corrective or disciplinary action.

V. EFFECT ON OTHER AAOs

This Amended Order supersedes the USPTO Policy Statement on Nondiscrimination 01-17 (2000).

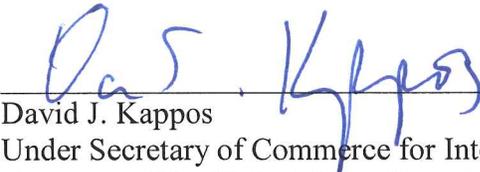
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10-20-2010  
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OFFICES OF PRIMARY INTEREST: Office of Equal Employment Opportunity and Diversity