



## FHFA EEO Policy Statement

As the Director of FHFA, I unequivocally support Equal Employment Opportunity (EEO) and seek to ensure that FHFA prohibits discrimination based on race, color, religion, gender (including pregnancy, gender identity, and sexual orientation), national origin, disability (physical or mental), age (40 years of age or over), genetic information (including family medical history), retaliation, parental status, and marital status. I am fully committed to ensuring that all employees are aware of the protections available to them.

FHFA seeks to prohibit discrimination in every aspect of personnel policies, program practices, and operations. This prohibition also applies to working conditions, including, but not limited to, recruitment, hiring, merit promotion, transfer, reassignment, training, career development, benefits, and separation. Employees, former employees, and applicants for employment have the right to file EEO complaints within 45 calendar days after an alleged discriminatory event or personnel action occurs, or within 45 calendar days after they become aware of an alleged discriminatory event or action.

FHFA does not tolerate retaliation against anyone who engages in protected EEO activity. Everyone at the Agency is expected to oppose discriminatory practices and cooperate with the EEO process. Managers and supervisors are expected to participate fully in alternative dispute resolution EEO investigations, and harassment inquiries, as the need may arise. In addition, managers and supervisors are responsible for documenting and promptly correcting harassing conduct in the workplace, and employees are reminded of their duty to avoid engaging in harassing behavior. FHFA employees can report harassment by contacting the Harassment Prevention Hotline by e-mail at [HarassmentPrevention@fhfa.gov](mailto:HarassmentPrevention@fhfa.gov) or by phone at (202) 649-3964.

Further, I fully support the implementation of FHFA EEO Standards that demonstrate the Agency's commitment to the principles of EEO, and that promote diversity and inclusion (D&I) of the Agency's workforce and senior management. The Standards provide the foundation for a workplace community that delivers EEO and D&I accountability, programs, and services with excellence, integrity, and respect. The Standards can be found on FHFA's intranet.

This EEO Policy Statement will be posted in our workplace and be publicly available to promote awareness of FHFA's commitment to EEO. For information on the EEO complaint process and counseling, contact EEO Services at (202) 649-3816, via e-mail at [eeoservices@fhfa.gov](mailto:eeoservices@fhfa.gov), or on the FHFA intranet at <http://intranet.fhfa.gov/Default.aspx?Page=312>.

I look forward to working with each of you to fulfill the Agency's mission of maintaining a workplace free of discrimination. Thank you for your support of EEO and D&I at FHFA.

Melvin L. Watt  
Director, FHFA

August 12, 2016  
Date