



To: All FHFA Employees
Subject: FHFA EEO Policy Statement

As the Director of FHFA, I unequivocally support Equal Employment Opportunity (EEO). FHFA prohibits discrimination based on race, color, religion, gender (including pregnancy and gender identity), national origin, disability (physical or mental), age (40 years of age or over), sexual orientation, genetic information, parental status, marital status, and prior protected EEO activity. I am fully committed to ensuring that all employees are aware of and follow antidiscrimination laws, rules, regulations, and policies.

Discrimination is prohibited in every aspect of FHFA personnel policies, program practices, and operations. This applies to working conditions, including the areas of recruitment, hiring, merit promotion, transfer, reassignment, training, career development, benefits, and separation, among others. Employees have the right to file EEO complaints within 45 calendar days of the alleged discriminatory event or within 45 calendar days of the awareness of the discriminatory event.

Retaliation and harassment are not tolerated at FHFA. Everyone at FHFA is expected to oppose discriminatory employment practices and to participate in the EEO process. Managers and supervisors should participate fully in Alternative Dispute Resolution, EEO investigations, and harassment inquiries.

In addition to EEO, I fully support diversity and inclusion policies and programs at FHFA. With your engagement and commitment, we can maintain an inclusive workplace in which all employees are valued and treated with dignity and respect. Together, we can be a model workplace community that is inclusive and delivers programs and services with excellence, integrity, and respect.

This policy statement will be distributed and posted in our workplace so employees and the public are aware of our commitment to EEO and diversity. This policy statement and additional information on the neutral EEO process and EEO Counseling can be obtained by contacting EEO services at 202-649-3816, via e-mail at eeoservices@fhfa.gov, or by viewing our intranet website <http://intranet.fhfa.gov/Default.aspx?Page=312>.

I look forward to working with each of you to fulfill the agency's mission of building diversity and inclusion and eliminating discrimination in the workplace. Thank you for your support of EEO, diversity, and inclusion at FHFA.

Melvin L. Watt
Director, FHFA

1/23/2015
Date