



FHFA EEO ANTI-HARASSMENT POLICY STATEMENT

I want to reaffirm the Federal Housing Finance Agency's (FHFA or Agency) commitment to fostering a professional work environment that responds to and addresses harassing behavior promptly. All employees and contractors are responsible for cultivating a workplace that treats everyone with dignity and respect. When unwelcome or offensive behavior is based on an Equal Employment Opportunity (EEO) protected status such as race, color, religion, gender (including pregnancy, gender identity, and sexual orientation), national origin, age (40 years of age or older), disability, genetic information (including family medical history), retaliation, parental status, or marital status, and is severe or pervasive enough to create a hostile or abusive working environment, or it results in a tangible employment action, such behavior is discriminatory harassment.

FHFA will respond to allegations of discriminatory harassment by conducting timely and thorough inquiries and taking appropriate corrective action as needed. Managers and supervisors are responsible for reporting and promptly correcting harassing conduct in the workplace, and employees are reminded of their duty to avoid engaging in such behavior. All employees, including political appointees, senior leaders, supervisors, and managers are accountable for harassment and related misconduct regardless of whether the conduct rises to the level of a violation of law.

Generally, harassment includes, but is not limited to, offensive jokes, slurs, epithets or name-calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance. Sexual harassment is characterized by unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature. Disability harassment may include unfair treatment due to speech impairments, behavioral, learning, or intellectual disabilities, disfigurements, dwarfism, traumatic brain injuries, or hearing impairments. Further, anxiety due to the COVID-19 pandemic should not be misdirected against individuals because of a protected characteristic, such as their national origin or race.

Employees experiencing or witnessing these behaviors should report them immediately to a supervisor, manager, the Office of Equal Opportunity and Fairness (OEOF), the Office of Human Resources Management (OHRM) Director, or EEO Services. FHFA will not tolerate retaliation against individuals who report harassment or participate in subsequent inquiries. Retaliation allegations should be raised through the EEO complaint process. FHFA will address harassment violations under its [Conduct and Discipline Policy](#), and may take disciplinary actions, up to and including termination, for those who are found to have engaged in harassing or retaliatory behavior. To report harassment, contact OEOF at (202) 649-3964 or by email at HarassmentPrevention@fhfa.gov. This EEO Anti-Harassment Policy Statement will be posted in our workplace and be publicly available to promote awareness of FHFA's commitment to harassment prevention.

Each of us is responsible for treating one another with professionalism and respect, and we must all cooperate to maintain a workplace free from harassment.

A handwritten signature in black ink, appearing to read "Mark A. Calabria".

Mark A. Calabria

7/9/2020

Date