



# FHFA EEO POLICY STATEMENT

As the Director of the Federal Housing Finance Agency (FHFA or Agency), I unequivocally support Equal Opportunity and Fairness. FHFA is an equitable workplace where all persons have the right to work and advance on the basis of merit, ability, and potential. We prohibit 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. Discriminatory or harassing behavior directed towards individuals due to anxiety about COVID-19 is not acceptable. All of us are subject to the Agency's equal employment, anti-harassment, and anti-discrimination processes and policies.

These protections apply to every aspect of personnel policies, program practices, operations, and 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 Equal Employment Opportunity (EEO) complaints within **45 calendar days** of when an alleged discriminatory event or personnel action occurs, or within **45 calendar days** after they become aware of an alleged discriminatory event or action.

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. Individuals can report harassment by contacting the harassment prevention program of the Office of Equal Opportunity and Fairness (OEOF) at [HarassmentPrevention@fhfa.gov](mailto:HarassmentPrevention@fhfa.gov) or at (202) 649-3964.

FHFA does not tolerate retaliation, which includes any action that might deter a reasonable person from engaging in protected EEO activity. Everyone at the Agency is expected to oppose discriminatory practices and cooperate with the EEO complaint process, investigations, and harassment inquiries. While FHFA takes all claims seriously and is committed to eliminating retaliation from the workplace, the EEO process does not immunize employees from Agency disciplinary actions for misconduct, nor does it excuse employees from their established job performance requirements.

As a proactive Agency, we recognize that many workplace issues can be addressed at an early stage before adversarial proceedings begin. Therefore, managers and supervisors are strongly encouraged to participate in alternative dispute resolution measures, such as mediation.

This Policy Statement will be posted in our workplace and be publicly available to promote awareness of FHFA's commitment to equity and fairness. For information on the EEO complaint process and counseling, contact OEOF 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.htm#/1197>.

Thank you for your efforts to fulfill the Agency's mission of maintaining a workplace free of discrimination.

Mark A. Calabria

7/9/2020

Date