



FHFA EEO POLICY STATEMENT

As the Acting Director, I want to affirm my commitment to the values of equality enshrined in civil rights legislation. Equality does not simply provide for equal treatment, but also encompasses equality of opportunity.

Our nation, which encompasses many diverse populations, has experienced an enormously important inflection point for civil rights. Many historical factors have shaped our nation and the communities we live in, including housing policies. There is a widespread lack of affordable housing and access to mortgage credit in our country, especially in communities of color. Nurturing diversity of thought within our workforce will best position us to develop solutions that address these challenges. Here at FHFA, I want to reinforce that I am committed to ensuring our employees and applicants for employment have an equal opportunity to apply to and compete for FHFA positions, and to develop and advance their careers free from unlawful discrimination, harassment, and retaliation.

This Equal Employment Opportunity (EEO) Policy Statement, along with Federal laws and statutes, serves as confirmation that all FHFA employees and applicants are protected from unlawful discrimination on the basis of race, color, religion, age (40 and over), sex (including pregnancy, gender identity, and sexual orientation), national origin, disability, genetic information (including family medical history), political affiliation, family/parental status, and other non-merit based factors. These protections extend to all management decisions and practices made during the employment life cycle including, but not limited to, recruitment and hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation.

FHFA strives to exemplify a respectful and fair workplace. Managers and supervisors are responsible for reporting and promptly correcting harassing conduct in the workplace, and employees are reminded of their obligation to avoid engaging in such behavior. All of us must be diligent in maintaining a safe workplace where discrimination, including harassment and retaliation against those who engage in protected EEO activity, is addressed. Employees, former employees, and applicants for employment may file 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.

It is also important to remember that many workplace issues can be addressed at an early stage before adversarial proceedings begin. Therefore, all employees are strongly encouraged to participate in alternative dispute resolution measures, such as mediation.

This Statement will be disseminated in our workplace and will be publicly available to promote awareness of FHFA's commitment to equity, fairness, and respect. For EEO Counseling, contact Susan Grimes Associates, Inc. at (202) 338-1468 or via email at office@susangrimes.com. To raise a harassment concern, contact (202) 649-3964 or HarassmentPrevention@fhfa.gov. All inquiries will be treated confidentially.

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

Sandra L. Thompson, Acting Director

8/6/2021

Date