



FHFA EEO POLICY STATEMENT

October 3, 2022

As 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, experienced an enormously important inflection point for civil rights in 2020. Many historical features have shaped our nation and the communities we live in, including housing policies. Despite some successes, our country still has a widespread lack of affordable housing and access to mortgage credit, especially in communities of color. Nurturing a workforce that reflects the nation and communities we serve, FHFA strives to leverage the diversity of thought that 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.

The FHFA Strategic Plan highlights the values of fairness, accountability, integrity, and respect (FAIR Values). In addition, the Agency has obtained the expertise of an external organization to help define the behaviors that encapsulate what the FAIR Values represent to employees and how they can be woven into Agency culture, policies, practices, and procedures.

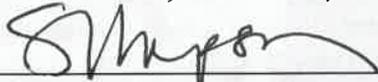
This Equal Employment Opportunity (EEO) Policy Statement, along with Federal laws and statutes, serve as confirmation that all FHFA employees and applicants are protected from unlawful discrimination on the basis of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), family/parental status, national origin, age (40 and over), disability, genetic information (including family medical history), prior protected EEO activity, political affiliation, military service, 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 separations. FHFA also provides reasonable accommodations to employees and applicants with disabilities and for those with sincerely held religious beliefs, observances, and practices.

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. We all must work diligently to maintain a 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 an EEO complaint of discrimination by contacting the Office of Equal Opportunity and Fairness (OEOF) within 45 calendar days of the alleged discriminatory event or personnel action or within 45 calendar days of becoming 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 EEO@fhfa.gov or (202) 649-3500. To file a complaint using the online complaint process system and initiate EEO counseling process, visit the EEO efile webpage at <https://fhfa-eeofile.entellitrak.com/etkeeo-efile-fhfa-prod/login.request.do>. Contractors also may seek EEO counseling either through FHFA or their employer's complaint process. 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, Director

10-3-2022

Date



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