



FHFA EEO ANTI-HARASSMENT POLICY STATEMENT

I want to reaffirm the Federal Housing Finance Agency's (FHFA or Agency) commitment to a professional work environment free from unwelcome or offensive behavior. Employees and contractors are responsible for cultivating a workplace that values all individuals and 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 unlawful discriminatory harassment.

FHFA will proactively prevent and address discriminatory harassment in the workplace by conducting prompt and thorough inquiries into allegations and taking appropriate corrective action as needed. Managers and supervisors are responsible for documenting and promptly correcting harassing conduct in the workplace, and employees are reminded of their duty to avoid engaging in harassing behavior. All employees, including managers and Agency leaders, are accountable for harassment and related misconduct regardless of whether the conduct rises to the level of a violation of law.

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. It is any unwelcome severe or pervasive conduct that adversely affects the terms, conditions, and privileges of employment; unreasonably interferes with a person's work performance; or creates an intimidating, hostile, or offensive work environment. Sexual harassment is characterized by unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature. FHFA specifically prohibits harassment based on disability, which may include unfair treatment due to speech impairments, behavioral, learning, or intellectual disabilities, disfigurements, dwarfism, traumatic brain injuries, or hearing impairments.

Employees experiencing or witnessing these behaviors should report them immediately to a supervisor, manager, the OMWI Harassment Prevention Liaison, the OHRM Director, or EEO Services. FHFA will not tolerate retaliation against anyone who reports harassment or participates in subsequent inquiries. FHFA will address harassment violations under its [Conduct and Discipline Policy](#), and may take disciplinary actions, up to and including termination, for those engaged in harassing or retaliatory behavior.

Anyone who believes they have been subjected to EEO-based harassment and wishes to file a separate EEO complaint must contact EEO Services and/or an EEO Counselor **within 45 calendar days after the incident**. For more information about the EEO counseling process, view the EEO Services intranet website at <http://intranet.fhfa.gov/default.htm#/1197>. To obtain additional information about FHFA's [Anti-Harassment Policy, Procedures, and Responsibilities](#), or to report harassment, contact Harassment Prevention at (202) 649-3964 or by email at HarassmentPrevention@fhfa.gov.

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.

Mark A. Calabria

8.13.19

Date