



FHFA EEO POLICY STATEMENT

As the Director of the Federal Housing Finance Agency (FHFA or Agency), I unequivocally support Equal Employment Opportunity (EEO). 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. I believe that I, along with all of us, am subject to the Agency's equal employment processes, anti-harassment, and anti-discrimination policies.

FHFA seeks to prohibit discrimination in every aspect of personnel policies, program practices, and operations. This prohibition also applies to working conditions, including, but not limited to, recruitment, hiring, merit promotion, transfer, reassignment, training, career development, benefits, and separation. FHFA recognizes that employees, former employees, and applicants for employment have the right to file EEO complaints within **45 calendar days** after an alleged discriminatory event or personnel action occurs, or within **45 calendar days** after they become aware of an alleged discriminatory event or action.

FHFA does not tolerate retaliation against anyone who engages 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. Managers and supervisors are encouraged to participate fully in alternative dispute resolution. In addition, workplace harassment is not tolerated. 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. FHFA employees can report harassment by contacting Harassment Prevention at HarassmentPrevention@fhfa.gov or at (202) 649-3964.

Further, FHFA has implemented [EEO Standards](#) that demonstrate the Agency's commitment to the principles of EEO, and diversity and inclusion (D&I) of the Agency's workforce and senior management. The Standards provide the foundation for a workplace community that delivers EEO and D&I accountability, programs, and services. The Agency will continue to use these Standards as a basis for improvement and growth as we support a model EEO program.

This EEO Policy Statement will be posted in our workplace and be publicly available to promote awareness of FHFA's commitment to EEO. For information on the EEO complaint process and counseling, contact EEO Services at (202) 649-3816, via e-mail at eeoservices@fhfa.gov, or on the FHFA intranet at <http://intranet.fhfa.gov/default.htm#/1197>.

Thank you for your support of EEO and D&I at FHFA, and for helping to fulfill the Agency's mission of maintaining a workplace free of discrimination.

Mark A. Calabria

Date