



# Federal Housing Finance Agency

## Equal Employment Opportunity Policy Statement

The Federal Housing Finance Agency (FHFA) is fully committed to equal employment opportunity (EEO) and the implementation of a strong program to promote employment and advancement opportunities without regard to race, sex, sexual orientation, religion, color, national origin, age, or disability. It is our policy to provide equal employment and advancement to all of our employees and to all applicants recruited for our workplace. All employees and applicants have equal opportunity for competition and such competition will be on a fair and level playing field.

The FHFA prohibits discrimination in all aspects of its personnel policies, program practices and operations, working conditions, and relationships with employees and applicants, including, but not limited to, recruitment, hiring, merit promotion, transfer, reassignments, training, career development, benefits, and separation. We promote programs of affirmative recruitment and employment at all levels of the FHFA. The FHFA subscribes to, and will implement to the full extent, all applicable laws that promote equality of opportunity.

As evidence of its commitment, the FHFA conducts periodic EEO training for its employees that includes the issue of workplace sexual or other harassment. Workplace harassment will not be tolerated, allegations of harassment will be immediately investigated, and, where allegations are substantiated, appropriate action will be taken. Further, reprisal against one who engages in protected activity will not be tolerated, and the FHFA supports the rights of all employees to exercise their rights under the civil rights statutes.

Equal employment opportunity has been made a performance standard of every managerial and supervisory performance plan. If all levels of supervision create and maintain a workplace that is free from discrimination and sexual or other harassment with the same zeal and leadership as other organizational responsibilities, then the result will be a program of equal opportunity in which the spirit as well as the letter of the law are fulfilled.

The names and locations of the FHFA's EEO counselors are posted at the following locations: The pantries at 1700 G Street; the pantry at 1750 Pennsylvania Avenue and the lunchroom bulletin board (Room 3094) at 1625 Eye Street. The counselors are available to discuss the EEO complaint process if any employee or applicant believes he or she has been discriminated against.

I strongly promote the full realization of equal opportunity in employment throughout the FHFA and I look forward to working with each of you in assuring that the Agency meets its goal of eliminating discrimination in the workplace.

  
James B. Lockhart III

  
Date