

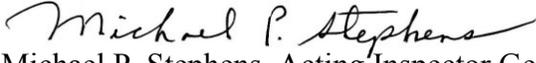


OFFICE OF INSPECTOR GENERAL
Federal Housing Finance Agency

400 7th Street, S.W., Washington DC 20024

February 28, 2014

TO: All FHFA-OIG Employees

FROM: 
Michael P. Stephens, Acting Inspector General

SUBJECT: Equal Employment Opportunity (EEO) and Anti-Harassment Policy

I am proud to reaffirm the Federal Housing Finance Agency (FHFA) Office of Inspector General's (OIG) commitment to the principles of equal employment opportunity and non-discrimination and believe that all individuals have the right to be treated with fairness, dignity, and equal consideration. Fostering a fair and diverse work environment is essential to our achieving OIG's plan to ensure the integrity, transparency, and soundness of FHFA's operations and the operations of the organizations that FHFA oversees.

OIG is firmly committed to maintaining a professional work environment that promotes equal employment opportunity and prohibits discriminatory practices, including retaliation and harassment. We will continue to make strong, positive efforts to ensure that all persons: (1) are given full and appropriate consideration in every phase of employment regardless of race, color, sex, national origin, religion, age, disability, genetic information, sexual orientation, marital/parental status, veteran status, or any other protected status; and, (2) are protected from retaliation/reprisal for opposing discriminatory practices or for participating in any stage of the administrative or judicial EEO process. To further this commitment, equal opportunity must be an integral part of every aspect of personnel policy and practice in employment—including hiring, advancement, development, pay, benefits, assignments, evaluations, awards, discipline, and adverse actions including separations.

This policy applies to:

- current and former OIG employees;
- detailees, interns, and contractors; and
- applicants for employment.

Our objective is to ensure that no one is subjected to unlawful discrimination or to conduct that unreasonably interferes with an individual's work performance, affects tangible job benefits, or creates an intimidating, hostile, or offensive working environment. This includes any unwelcome advances or conduct (whether verbal, physical, or visual) and any intimidating, hostile, or demeaning work environment that has a harmful effect on a person's professional performance.

In addition, OIG will provide reasonable accommodations to afford equal employment opportunities for qualified applicants and/or employees with disabilities, in an effort to enable them to successfully perform essential job functions and/or benefit from training.

All employees are responsible for achieving compliance with this policy and will be held responsible for treating their colleagues with respect, dignity, and professionalism. OIG takes all allegations of discrimination and harassment seriously; therefore, managers and supervisors are expected to respond to any reported concerns promptly and appropriately. Any employee determined to have engaged in unlawful discriminatory practices or harassment—and any employee in a position of authority who fosters an environment that allows discriminatory practices or harassment—will be subject to appropriate disciplinary action.

Any employee, former employee, manager, or applicant for OIG employment who believes that he or she has been subjected to unlawful discrimination, harassment, or retaliation may initiate a discrimination complaint by contacting the FHFA OIG EEO Program Manager at 202-730-0369 or josui.watson@fhfaoig.gov, within **45 calendar days** of the alleged incident or action seen as discrimination, harassment, or retaliation. All contact will be handled in a discreet and confidential manner to the extent permitted by law.