



OFFICE OF INSPECTOR GENERAL

Federal Housing Finance Agency

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

JAN 14 2015

TO: All FHFA-OIG Employees

FROM: Laura Wertheimer, Inspector General

A handwritten signature in blue ink, appearing to read 'L. Wertheimer', is written over the printed name 'Laura Wertheimer, Inspector General'.

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

The Federal Housing Finance Agency Office of Inspector General (FHFA-OIG) is firmly committed to equal employment opportunity (EEO) and the protection of employee rights. As Inspector General, I am equally committed to the full and meaningful implementation of EEO principles and policies in our procedures, practices, and operations. To those ends, my goal is to enhance the quality of our work life and the productivity in our workplace by providing a fair and safe work environment free from personal, social, or institutional barriers that could prevent employees from rising to their highest potential.

Federal employees are protected by Federal laws, Presidential Executive Orders, and other directives and policies banning harassment and discrimination in the workplace. Harassment in this context is defined as conduct that is so severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or offensive. Harassment includes, but is not limited to: labels; epithets; slurs or negative stereotyping; threatening, intimidating or hostile acts; verbal or written jokes; or other written or graphic materials (including electronic media) displayed or circulated in the workplace that degrades a person or group. Sexual harassment is also unlawful. Sexual harassment involves offensive remarks about a person's gender, unwanted or unwelcome sexual advances, or other verbal or physical conduct of a sexual nature.

No FHFA-OIG employee or applicant will be harassed, discriminated against, or unlawfully excluded from consideration for employment on the basis of race, ethnicity, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 years of age or over), disability (physical or mental), family medical history or genetic information, political affiliation, parental status, marital status, veteran status, or any other non-merit based factor. Employees are also protected against retaliation for opposing discriminatory practices or for participating in any stage of the administrative or judicial EEO process. These protections extend to all management practices and decisions, including recruitment and hiring, placement, transfer, performance, promotions, training, termination, and all other privileges, terms, and conditions of employment.

Executives and managers bear a special responsibility for fostering a work environment where employees and applicants are treated fairly and consistently on the basis of merit. I expect executives and managers who become aware of harassment and discrimination to take immediate and appropriate corrective action to ensure that the harassment or discriminatory conduct stops and does not recur. This also includes cases where executives or managers should have known about the harassment and failed to take prompt and appropriate corrective action. Employees are expected to monitor their conduct and comply with EEO policies in discharging their job duties. Applicants requiring a reasonable accommodation for the application or hiring process are responsible for contacting the Point of Contact reflected on the Job Announcement, or the FHFA-OIG EEO Manager. All decisions for granting reasonable accommodations will be made on a case-by-case basis.

Any employee, former employee, or applicant for FHFA-OIG employment who believes that he or she has experienced discrimination or harassment should contact the FHFA-OIG EEO Manager at (202) 730-0369 or josui.watson@fhfaig.gov within 45 calendar days of the action seen as harassment or discrimination. All contact will be handled in a discreet and confidential manner to the extent permitted by law.

Retaliation in any form against an employee who reports unlawful discrimination or harassment is strictly prohibited. Employees and applicants must be able to exercise their right to choose the EEO process, oppose discriminatory practices, engage in whistleblowing, or exercise any other appeal right provided by law without fear of retaliation.

Please do your part to prevent and eliminate discrimination and harassment in the work environment. By supporting this policy, we can protect and advance the principles of EEO at FHFA-OIG.