



OFFICE OF INSPECTOR GENERAL

Federal Housing Finance Agency

400 7th Street SW, Washington, DC 20219

TO: FHFA-OIG Employees and Applicants

FROM: Brian M. Tomney, Inspector General

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

It is the Federal Housing Finance Agency Office of Inspector General's (FHFA-OIG) policy to adhere to the principles of equal employment opportunity to ensure all employees and applicants have an equal opportunity for employment without regard to race, ethnicity, color, religion, sex (including sexual harassment, pregnancy, gender identity or gender expression, and sexual orientation), national origin, age (40 years of age or above), disability (physical or mental), family medical history or genetic information, political affiliation, status as a parent, marital status, military service, retaliation based on previous EEO activity or whistleblowing, or any other non-merit based factor. In addition, FHFA-OIG will not tolerate any type of harassment – either sexual or nonsexual. Upon request and as appropriate, FHFA-OIG will provide reasonable accommodations to qualified individuals with physical or mental condition, pregnancy, childbirth, or related medical conditions, and for sincerely held religious beliefs, observances, and practices.

As Inspector General, I want to emphasize my unwavering commitment to work with our dedicated leadership team to actively provide a work environment free of discriminatory policies, practices, and operations where our workforce and those seeking to enter our workforce are treated fairly and consistently on the basis of merit. Accordingly, I reaffirm my commitment to make positive efforts to ensure that management practices and employment decisions at FHFA-OIG are based on business needs, job requirements, and individual qualifications.

FHFA-OIG employees and applicants for employment are protected by federal laws and Presidential Executive Orders banning employment discrimination and harassment. These protections extend to all management practices and employment decisions, such as recruitment and hiring, reassignments, performance, discipline, promotions, training, termination, and all other terms and conditions of employment.

Harassment in this context is defined as conduct that is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or offensive. Unlawful harassment includes but is not limited to harassing comments posted on social media, including internet sites; 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 includes, but is not limited to: offensive remarks about a person's gender, unwanted or unwelcome sexual advances, requests for sexual

favors, as well as other conduct of a sexual nature when: 1. The submission to or rejection of such conduct is made a condition of the employee's continued employment, or used as the basis for any employment decisions affecting the employee; or 2. The conduct, if unwelcome and severe or pervasive, creates an intimidating, hostile, or offensive working environment, or unreasonably interferes with an employee's work environment.

Employees who believe they are experiencing unlawful discrimination or harassment should bring their concerns to the attention of their supervisor, a member of management, or to the FHFA-OIG EEO Officer. FHFA-OIG takes allegations of unlawful discrimination and harassment very seriously and will conduct a prompt, thorough, and impartial investigation of any such alleged conduct and take remedial action where appropriate based upon that investigation. FHFA-OIG will maintain the confidentiality and the privacy of the persons involved, to the greatest extent possible, consistent with its goal of conducting a thorough and complete investigation. Any employee found to have engaged in unlawful discrimination or any form of harassment will be subject to appropriate disciplinary action, up to and including removal.

Consistent with federal laws, acts of retaliation against an employee or applicant who engages in protected activity, such as reporting unlawful discrimination or harassment or participating in the EEO process, whistleblowing, or the exercise of any appeal or grievance right is strictly prohibited. All employees and applicants must be able to exercise their right to elect the EEO process, oppose unlawful discriminatory practices, and engage in whistleblowing or exercise any other appeal right provided by law without fear of retaliation.

All FHFA-OIG management and supervisory personnel have an affirmative duty and are required to set the tone for the enforcement of this policy. Executives, managers, and supervisors have a special obligation to proactively prevent unlawful discrimination and harassment and protect from retaliation those employees who report such matters. I expect all management and supervisory personnel who become aware of unlawful discrimination, harassment, or retaliation to take immediate and appropriate corrective action to prevent the occurrence or reoccurrence of the misconduct.

Any employee, former employee, or applicant for FHFA-OIG employment who believes that they have been the subject or have knowledge of unlawful discrimination, harassment, or retaliation in violation of this policy may file a claim by contacting the FHFA-OIG EEO Officer. Contact with the EEO Officer must be made within **45 calendar days** of the action alleged to be discriminatory or harassing, within **45 calendar days** of the effective date of an alleged discriminatory personnel action, or within **45 calendar days** from the date the employee became aware of the discriminatory action. All contact will be handled in a discreet and confidential manner to the greatest extent possible.

This EEO Policy Statement is a reminder that all employees, including managers and supervisors, must adhere to the highest standards of accountability, commitment, and professionalism. Likewise, each of us must take responsibility for implementing this policy and cooperating fully in its enforcement. In so doing, we reaffirm our collective commitment to a workplace free of unlawful discrimination, harassment, and retaliation.

If you have any questions regarding this policy statement or FHFA-OIG's EEO complaint process, please contact Josui Watson, FHFA-OIG EEO Officer, at Josui.Watson@fhfaoig.gov, or phone: (202) 730-0369.