



FHFA EEO POLICY STATEMENT

October 17, 2023

The Federal Housing Finance Agency (FHFA) aspires to be a model Equal Employment Opportunity (EEO) employer. As Director, I am committed to ensuring that our employees and applicants for employment have an equal opportunity to apply and compete for FHFA positions, and to develop and advance their careers free from unlawful discrimination, harassment, or retaliation.

FHFA continues to cultivate a workforce that is grounded in the values of fairness, accountability, integrity, and respect (FAIR Values). Our FAIR Values are woven into Agency culture, policies, practices, and procedures, and they empower us to fulfill the Agency's mission. Over the past year, the Agency has defined behaviors that helped bring the FAIR Values to life in our daily work. These behaviors, or guiding principles, are critical in maintaining a culture that is free from discrimination and harassment. To underscore this commitment, FHFA has embraced these principles by integrating them into our Agency's strategic plan, recognizing that success in achieving FHFA's mission and goals hinges on a persistent high-performance culture founded on competence, diversity, equity, inclusion, and accessibility.

This EEO Policy Statement, along with Federal laws and statutes, serves as confirmation that all FHFA employees and applicants are protected from unlawful discrimination and harassing behavior on the basis of race, color, religion, reprisal, sex (including pregnancy, gender identity, and sexual orientation), family/parental status, national origin, age (40 and over), disability, genetic information (including family medical history), prior protected EEO activity, political affiliation, military service, and other non-merit based factors. These protections extend to all management decisions and practices made during the employment lifecycle, including, but not limited to, recruitment and hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separations. FHFA also provides reasonable accommodations to employees and applicants with disabilities and to those with sincerely held religious beliefs, observances, and practices.

FHFA strives to exemplify a respectful and fair workplace. All FHFA employees, including managers and supervisors, must comply with all anti-discrimination laws and policies. Managers and supervisors are responsible for reporting and promptly correcting harassing conduct in the workplace, and all employees are reminded of their obligation to avoid engaging in such behavior. We all must work diligently to maintain a workplace where discrimination, harassment, and retaliation against those who engage in protected EEO activity are addressed. Employees, former employees, and applicants for employment may file an EEO complaint of discrimination by contacting the Office of Equal Opportunity and Fairness (OEOF) within 45 calendar days of the alleged discriminatory event or personnel action, or within 45 calendar days of becoming aware of an alleged discriminatory event or action.

It is also important to remember that many workplace issues can be addressed at an early stage before adversarial proceedings begin. Therefore, all employees are strongly encouraged to explore and participate in the alternative dispute resolution (ADR) options, such as mediation, that OEOF offers. ADR is a viable and effective alternative to formal proceedings.

This Statement will be disseminated in our workplace and will be publicly available to promote awareness of FHFA's commitment to equity, fairness, and respect. Employees who are considering alternatives to formal processes, like filing an EEO complaint or harassment concern, are encouraged to take advantage of the Alternative Dispute Resolution (ADR) Program, which can be reached at adr@fhfa.gov. For a confidential conversation with a Workforce Ombuds, please contact ombuds@mccammongroup.com.

To initiate an EEO complaint of discrimination, contact EEO@fhfa.gov or (202) 649-3500. To file a complaint using the online complaint processing system and initiate the EEO counseling process, visit the [EEO efile webpage at https://fhfa-eeofile.entellitrak.com/etkeeo-efile-fhfa-prod/login.request.do](https://fhfa-eeofile.entellitrak.com/etkeeo-efile-fhfa-prod/login.request.do). Contractors may also seek EEO counseling either through FHFA or their employer's complaint process. To raise a harassment concern, contact HarassmentPrevention@fhfa.gov or (202) 649-3500. To file a concern using the online harassment processing system, visit the [harassment efile webpage at https://efile-fhfa-ah.entellitrak.com/etk-efile-fhfa-ah-prod/login.request.do](https://efile-fhfa-ah.entellitrak.com/etk-efile-fhfa-ah-prod/login.request.do). All inquiries will be treated confidentially.

Thank you for your efforts to fulfill the Agency's mission of maintaining a workplace free of discrimination, harassment, and retaliation.

Sandra L. Thompson, Director