



FHFA EEO POLICY STATEMENT

October 17, 2024

Dear FHFA colleagues:

The Federal Housing Finance Agency (FHFA) is dedicated to having a model Equal Employment Opportunity (EEO) workplace. As Director, I am focused on ensuring a fair, inclusive, and equitable work environment for all employees and job applicants being considered for positions and seeking to advance their careers at FHFA, and eliminating unlawful discrimination, employee harassment, and supervisory retaliation.

FHFA is committed to building a workforce rooted in the Agency's values of fairness, accountability, integrity, and respect (FAIR Values). These values are integral to maintaining a high-performing culture grounded in competence, diversity, equity, inclusion, and accessibility; executing effective organizational policies and procedures; and achieving our housing finance mission. Over the past year, FHFA has taken strategic actions based on the FAIR Values and principles integrated into our strategic plan that have enabled us to maintain a workplace free from discrimination and harassment.

This EEO Policy Statement, along with federal laws, affirms that all FHFA employees and applicants are protected from unlawful discrimination and harassment based on race, color, religion, sex (which encompasses gender identity, sexual orientation, and all forms of pregnancy-related discrimination), pregnancy accommodation, family/parental status, national origin, age (if an employee or applicant is 40 or over), disability, genetic information (including family medical history), political affiliation, military service, and other non-merit factors. In addition, employees are protected from any form of reprisal or retaliation for their participation in prior protected EEO activity. This includes instances in which the employee is the complainant, management official, witness, representative, or merely affiliated with the aggrieved. These protections apply to all employment decisions and practices, including recruitment, hiring, merit promotions, transfers, reassignments, training and career development, benefits, and separations. FHFA also provides reasonable accommodations for employees and applicants with disabilities, and religious accommodations for those with sincerely held religious beliefs, observances, and practices.

FHFA is committed to fostering a respectful and fair workplace. We must work together to combat discrimination, harassment, and retaliation. Employees, including managers and supervisors, must comply with anti-discrimination laws and policies. Managers and supervisors are responsible for addressing and mitigating any harassing conduct involving one of their reports, and all employees are expected to avoid engaging in such behavior. Employees, former employees, and job applicants can file an EEO complaint alleging discrimination with the Division of Inclusivity, Culture, and Equity's (DICE) Office of Equal Opportunity and Fairness (OEOF). They must file the complaint within 45 calendar days of the alleged discriminatory event or action, or within 45 calendar days of their becoming aware of an alleged discriminatory event or action.

Additionally, many workplace issues can be resolved through other viable and effective processes before formal proceedings begin. In such cases, employees are encouraged to explore and participate in alternative dispute resolution (ADR) approaches, which are available through the workforce Ombudsman Services. Employees who are considering pursuing an alternative process can learn more

about the Alternative Dispute Resolution (ADR) Program by contacting adr@fhfa.gov. For a confidential conversation with a Workforce Ombuds, please contact ombuds@mccammongroup.com.

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.

To initiate an EEO complaint of discrimination, contact EEO@fhfa.gov or call (202) 649-3500. Employees can file a complaint and initiate the EEO counseling process through the [efile complaint processing system](#). FHFA contractors may file an EEO complaint either through FHFA or their employer's complaint process. 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