MEMORANDUM FOR: All U.S. Department of Housing and Urban Development Employees

FROM: Marcia L. Fudge, Secretary

SUBJECT: Equal Employment Opportunity Policy Statement

June 10, 2022

At the U.S. Department of Housing and Urban Development (HUD or Department), we are committed to equal employment opportunity (EEO), by celebrating diversity, and creating an inclusive and accessible work environment that prohibits and remedies discrimination and harassment of any kind. It is the policy of the Department to ensure that no employee or applicant for employment is denied equal opportunity because of race, color, religion, sex (including sexual orientation, gender identity and expressions, and pregnancy), national origin, age (40 and over), disability, marital status, parental status, veteran status, genetic information, or reprisal. These protections extend to all aspects of employment and management practices and decisions, including recruitment and hiring, pay, job assignments, appraisal systems, promotions, training, career development programs, and any other term, condition, or benefit of employment.

The Department aspires to be a diverse workforce representative of the public we serve. All HUD employees must comply with all nondiscrimination laws and policies, and actions inconsistent with these laws and policies could result in disciplinary action, including removal from Federal service. While all HUD employees are required to have at least two hours of mandatory EEO training annually, as part of the Department’s ongoing efforts to foster and maintain a civil non-discriminatory work environment, additional EEO training opportunities will be available throughout the year, and employees are encouraged to participate as their work schedules permit.

All employees and applicants for employment are afforded legal protections against EEO violations and have the right to raise allegations of discrimination and harassment without fear of reprisal. Any employee, former employee, or applicant for employment who believes that they were subjected to discrimination, harassment, or retaliation based upon a protected class and elects to initiate an EEO complaint must do so within 45 calendar days of the alleged discriminatory event or action by contacting the Office of Departmental Equal Employment

Opportunity at EEO@HUD.gov or (202) 708-5921. Additionally, HUD offers Alternative Dispute Resolution (ADR) services throughout every stage of the EEO complaint process. HUD will make every effort to address and resolve workplace disputes and EEO complaints at the earliest possible opportunity. If an employee wishes to pursue ADR to resolve an EEO complaint, management must participate, in good faith, seeking a mutually agreeable resolution.

Thank you for your dedication to providing solutions that support fair, safe, accessible, and stable housing for our communities and your commitment to sustaining a civil, respectful, and discrimination-free work environment.

If you have a question or need assistance, please contact ODEEO at (202) 708-5921 or by email at EEO@HUD.gov.