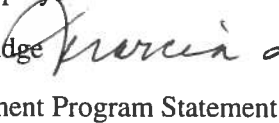




U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT  
THE SECRETARY  
WASHINGTON, DC 20410-0500

August 12, 2021

MEMORANDUM FOR: All HUD Employees  
FROM: Marcia L. Fudge   
SUBJECT: Anti-Harassment Program Statement

As Secretary of the US Department of Housing and Urban Development (HUD) I am committed to providing a work environment free of discrimination, harassment, and unwelcome conduct to all employees, applicants, contractors, and business partners. Treating each person with dignity, respect and valuing the diverse perspectives within the organization are HUD priorities. To this end, it is HUD's Anti-Harassment Policy to maintain a safe and harassment-free workplace.

A safe workplace free of discrimination is the right of every employee, applicant, contractor, and business partner at HUD. Civil Rights laws, Executive Orders, and EEOC directives protect our stakeholders from discrimination based on protected classes: race, color, sex (pregnancy, gender identity and sexual orientation), religion, national origin, age (40 years or older), disability (physical or mental), marital status, parental status, veteran status, genetic information, and retaliation/reprisal (for prior EEO activity).

HUD's efforts are aimed to prevent and remove any barriers to a harassment free workplace, so that all persons can participate fully and successfully in the workplace and are treated with dignity and respect.

All persons will be protected from retaliation/reprisal for making a good faith report of workplace harassment under this program or any other applicable policy or procedure, and for assisting with an inquiry into such allegation of harassment. Anti-discrimination laws prohibit workplace harassment against individuals in retaliation for filing an equal employment opportunity (EEO) complaint; testifying or participating in any way during an inquiry, proceeding, and/or a lawsuit under these laws; or opposing employment practices they reasonably believe discriminate against individuals. All HUD employees must refrain from engaging in harassing conduct in the workplace. Any employee who is found to have harassed anyone or to have subjected a person to unwelcome conduct while conducting business on behalf of HUD or retaliated or committed reprisal will be subject to disciplinary or adverse action, up to and including removal from employment.

Harassment is defined as unwelcomed conduct based on a protected class. Unwelcome conduct is conduct that is unwanted by the affected person and may include bullying. Unlawful harassment is conduct that is severe or pervasive enough to create a work environment that a reasonable person would find intimidating, hostile, or abusive and that unreasonably interferes with and is detrimental to an employee's work performance, professional advancement, and mental and physical health; causes economic harm; or creates an intimidating, hostile, and offensive work environment. Prohibited harassing conduct includes, but is not limited to, offensive jokes, slurs, epithets, or name calling, undue attention, physical assaults or threats, unwelcome touching or contact, intimidation, bullying, ridicule or mockery, insults, or put-downs, constant or unwelcome questions about an individual's identity, mistreatment on social media, and offensive objects or pictures.

We have a shared responsibility of preventing workplace harassment. Executives, managers, and supervisors must ensure that every reported incident of harassing conduct is reviewed and responded to immediately and appropriately. HUD employees who experience or witness harassing behavior or misconduct are encouraged to immediately report the incident to their first-line manager/supervisor (unless their first-line manager/supervisor is the alleged perpetrator), an appropriate management official or the Anti-Harassment Program's staff at [AHP@HUD.gov](mailto:AHP@HUD.gov).

Once the Department is aware of the claims of harassment, it will immediately conduct a prompt, thorough, and impartial inquiry into the claim(s) via the Anti-Harassment Program procedures.

HUD, to the greatest extent possible, will take every step to protect the confidentiality of individuals alleging harassment. Immediate and appropriate corrective action will be taken if it is determined that harassment has occurred. Employees who believe they have been harassed may also, and separately, file a grievance under an applicable collective bargaining agreement or initiate an EEO complaint with the Office of Departmental Equal Employment Opportunity by telephone at (202) 708-5921 or by email at [EEO@HUD.gov](mailto:EEO@HUD.gov).