



U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
THE SECRETARY
WASHINGTON, DC 20410-0001

April 8, 2025

MEMORANDUM FOR: All HUD Employees
FROM: E. Scott Turner, Secretary 
SUBJECT: Equal Employment Opportunity Policy Statement

At the U.S. Department of Housing and Urban Development (HUD), we are fully committed to Equal Employment Opportunity (EEO) and creating work environments that prohibit discrimination and harassment of any kind. HUD's EEO policy ensures equal employment opportunities for all employees and applicants for employment, regardless of their race, religion, color, sex (including pregnancy), national origin, age, genetic information, or disability. These protected bases are set forth in anti-discrimination statutes, including (but not limited to) Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act of 1967, the Americans with Disabilities Act, the Equal Pay Act of 1963, the Rehabilitation Act of 1973, as amended, the Genetic Information Nondiscrimination Act of 2008, the Pregnancy Discrimination Act of 1978, and the Pregnant Workers Fairness Act of 2022.

All HUD employees, and especially executives, managers, and supervisors, are held accountable for compliance with all anti-discriminatory laws and policies. Failure to do so could result in disciplinary action, up to and including removal from the Federal service. We strive to foster a civil work environment, and it is my goal for all HUD employees to engage in EEO training each fiscal year.

HUD is a merit-based workforce and work environment with exceptionally talented and high-performing personnel who are needed to best achieve our mission. All aspects of employment, including recruitment, hiring, promotion, discipline, termination, compensation, leave, training, and any other benefit of employment, will be based on merit, competence, performance, and business needs. As such, HUD is committed to providing a comprehensive and straightforward EEO process available to all former and current HUD employees as well as job applicants.

All employees and applicants for employment have the right to raise concerns about employment discrimination and to participate in the Agency's EEO process. HUD strictly prohibits retaliation against employees for opposing employment discrimination or participating in the EEO complaint process. HUD strictly prohibits any personnel from interfering with the EEO process or behaving in a manner that would reasonably have the effect of interfering with

another individual's participation in the EEO process. Additionally, employees and supervisors are reminded that the consequences for violating this policy may include disciplinary action, including removal from Federal service.

Accordingly, if anyone believes they were subjected to discrimination, harassment, or retaliation, on a basis prohibited by statute, and would like to file a complaint, they must contact the Office of Departmental Equal Employment Opportunity (ODEEO) at EEO@HUD.gov, or (202) 402-6860, within **45 calendar days** of the alleged discriminatory event or becoming aware of the alleged discriminatory event.

Additionally, HUD offers alternative dispute resolution (ADR) services throughout every stage of the EEO complaint process and ODEEO 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 (at the informal or formal stage), **management is required to participate** and must engage in good faith to attain a mutually agreeable resolution. However, under limited circumstances, exceptions can be granted by ODEEO for management not to participate in the ADR process. The management participation requirement is not applicable to non-EEO complaints.

Thank you for your dedication in creating strong, stable and sustainable communities and quality affordable homes for all, 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) 402-6860 or by email at EEO@HUD.gov.