



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

DEC 5 2019

MEMORANDUM FOR: All HUD Employees

FROM: Benjamin S. Carson, Sr. 

SUBJECT: Equal Employment Opportunity Policy Statement

The U.S. Department of Housing and Urban Development (HUD) is committed to be a workplace free of all forms of discrimination. As Secretary, I am fully committed to the principles of equal employment opportunity (EEO), eliminating unlawful discrimination in the workplace, and creating an environment that fosters harmony and respect.

Our success as a Department depends on the efforts and contributions of a diverse workforce reflective of those we are charged to serve. All HUD employment decisions are based on business needs, job requirements, and individual qualifications, without regard to 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, and prior protected activity.

HUD values diversity and has zero tolerance for discrimination, harassment, or retaliation. All HUD employees, whether serving the organization in a leadership, management, or staff level role, must accept full responsibility and accountability for ensuring compliance with all nondiscrimination laws and policies. Failure to do so may result in disciplinary action up to and including removal from Federal service. We are all responsible for maintaining a civil work environment free from all forms of discrimination.

Any employee, former employee, or applicant for employment who believes 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 days of the alleged discriminatory event by contacting the Office of Departmental Equal Employment Opportunity at (202) 708-5921.

I want to thank you for your long-standing commitment and valued support on behalf of the American people. One of the three pillars of "The Prescription for HUD" to become a model employer is to protect the investment of the U.S. taxpayers by being good stewards of the resources allocated to achieve our mission. I believe that acting with integrity, performing ethically and professionally, and treating others with civility and respect allow the Department to not only meet compliance requirements in all our endeavors but also to sustain HUD as a model employer.