



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

MEMORANDUM FOR: All HUD Employees

FROM: Marcia L. Fudge *Marcia L. Fudge*

SUBJECT: Equal Employment Opportunity Policy Statement

At the U.S. Department of Housing and Urban Development (HUD), we are committed to equal employment opportunity (EEO), celebrating diversity, and creating an inclusive and accessible work environment that prohibits discrimination, harassment, and retaliation 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.

The Department aspires to be a diverse workforce that is representative, at all job levels, of the public we serve, which is critical in our ability to recognize inequities and eliminate potential barriers to equal employment opportunities. All HUD employees are held accountable for compliance with all nondiscrimination laws and policies. Failure to do so could result in disciplinary action, up to and 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, we plan to have additional EEO training opportunities available throughout the year and employees are encouraged to participate as their work schedules permit.

HUD is committed to providing a universally accessible application process and all aspects of employment, including recruitment, hiring, promotion, discipline, compensation, leave, training, and any other benefit of employment will be provided without discrimination and in compliance with all nondiscrimination laws and policies.

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 days of the alleged discriminatory event 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 is required to participate, in good faith, to seek 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.