



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

February 2, 2023

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 fully committed to equal employment opportunity (EEO), celebrating diversity, and creating an inclusive and accessible work environment that prohibits discrimination and harassment of any kind. HUD's EEO policy ensures 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 (mental or physical), marital status, parental status, veteran status, genetic information, and reprisal. HUD is a merit-based workforce and work environment with exceptionally talented and high-performing personnel who are needed to best achieve our mission of creating strong, sustainable, and inclusive communities and quality affordable homes for all.

HUD aspires to be a diverse workforce that is representative, at all job levels, of the citizens we serve, which is critical in our ability to recognize inequities and eliminate potential barriers to EEO. All HUD employees, especially executives, managers, and supervisors, 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. We strive to foster a civil, respectful, and discrimination-free work environment. Therefore, it is my goal for all HUD employees to engage in a minimum of two hours of EEO training each fiscal year.

HUD is committed to providing a universally accessible application process. Additionally, all aspects of employment, including recruitment, hiring, promotion, compensation, leave, training, and any other benefit of employment will be based on merit, competence, performance, and business needs. All employees and applicants for employment are fully empowered 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. Additionally, 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. Accordingly, 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 (ODEEO) at [EEO@HUD.gov](mailto:EEO@HUD.gov) or at telephone number (202) 708-5921. Additionally, HUD offers Alternative Dispute Resolution (ADR) services throughout every stage of the EEO complaint process and 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, 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.

If you have a question or need assistance, please contact ODEEO at (202) 708-5921 or by email at [EEO@HUD.gov](mailto:EEO@HUD.gov). To learn more about ODEEO's services please scan the QR code below.

