



## DEPARTMENT OF THE TREASURY

WASHINGTON, D.C.

SECRETARY OF THE TREASURY

September 1, 2021

### **Treasury Equal Opportunity Policy Statement**

The Department of Treasury's mission is to protect the Nation's economic and financial infrastructure, support U.S. leadership in the global economy, and promote job growth and shared prosperity. To accomplish our mission, we must be able to recognize the needs of all citizens and understand the multi-cultural forces that shape the global economy. To effectively serve this diverse nation, our workforce must be representative of all segments of society, and we must give all employees the ability to compete on a fair and level playing field with equal opportunity for all.

Treasury is committed to Equal Employment Opportunity (EEO) for all employees and applicants for employment. The Department prohibits discrimination and harassment based on race, color, religion, national origin, sex, gender identity, sexual orientation, pregnancy, status as a parent, age, disability (physical or mental), family medical history or genetic information, reprisal for participation in protected EEO activity, or any other non-merit-based factor. These protections extend to all employment policies, practices, and actions, including, but not limited to, recruitment and hiring; job assignments; performance management; rewards; promotions; training and development; reassignments; discipline; and separations.

I fully support the Department's prohibition against discrimination in all of our policies, programs, and operations, and affirm that the Department has zero tolerance for all types of discrimination and harassment, including sexual harassment, in the workplace. I expect all managers and employees to model these principles in the workplace and to uphold all laws, regulations, and Treasury policies that bar discrimination and harassment, including taking action to correct harassing conduct before it becomes severe or pervasive. Employees and applicants who believe they have experienced discrimination or harassment should bring their concerns to their supervisors or the appropriate EEO office within **45 calendar days** of the alleged incident. Treasury supports the rights of all employees to exercise their rights under the civil rights statutes, and retaliation against anyone who reports unlawful discrimination or harassment or who participates in the EEO process is strictly prohibited. Employees are also encouraged to use Treasury's Alternative Dispute Resolution (ADR) process as a valuable tool to resolve EEO complaints in a prompt and effective manner.

Treasury will foster, through effective outreach, recruitment, hiring, and development, a diverse workforce that reflects the full talents and diversity of the American people. Equal opportunity to work and advancement based on merit is the law, not an option. I expect all managers and supervisors to ensure that employees are given an equal opportunity for training and career development programs, promotions, awards, and other applicable benefits and privileges of employment. Managers and supervisors must also take appropriate action once they have been apprised of allegations of harassment or discrimination, even if an employee requests that no action be taken.

Let us maintain our commitment to foster an excellent work environment free from unlawful discrimination and harassment as we strive to establish a workforce that promotes diversity, equity, inclusion, and accessibility for the benefit of, and in service to, the American people.

Thank you for your continued commitment to these ideals.

Janet L. Yellen  
Secretary of the Treasury