



Federal Housing Finance Board

Equal Employment Opportunity Policy Statement

The Federal Housing Finance Board (Finance Board or Agency) is fully committed to equal employment opportunity (EEO) and the implementation of a strong program to promote employment and advancement opportunities without regard to race, sex, sexual orientation, religion, color, national origin, age, or disability. It is our policy to provide equal employment and advancement to all of our employees and to all applicants recruited for our workforce. All employees and applicants have equal opportunity for competition and such competition will be on a fair and level playing field.

The Finance Board prohibits discrimination in all aspects of its personnel policies, program practices and operations, working conditions, and relationships with employees and applicants, including, but not limited to, recruitment, hiring, merit promotion, transfer, reassignments, training, career development, benefits, and separation. We promote programs of affirmative recruitment and employment at all levels of the Agency. The Finance Board subscribes to, and will implement to the full extent, all applicable laws that promote equality of opportunity.

As evidence of its commitment, the Finance Board conducts periodic EEO training for its employees that includes the issue of workplace sexual harassment. Workplace harassment will not be tolerated, allegations of harassment will be immediately investigated, and, where allegations are substantiated, appropriate action will be taken. Further, reprisal against one who engages in protected activity will not be tolerated, and the Agency supports the rights of all employees to exercise their rights under the civil rights statutes.

Equal employment opportunity has been made a standard of every managerial and supervisory performance plan. If all levels of supervision create and maintain a workplace that is free from discrimination and sexual harassment with the same zeal and leadership as other organizational responsibilities, then the result will be a program of equal opportunity in which the spirit as well as the letter of the law are fulfilled.

The names and locations of the Agency's EEO counselors are posted on the first floor. The counselors are available to discuss the EEO complaint process if any employee or applicant believes he or she was discriminated against.

I strongly promote the full realization of equal opportunity in employment throughout the Finance Board and I look forward to working with each of you in assuring that the Agency meets its goal of eliminating discrimination in the workplace.

A handwritten signature in black ink, appearing to read "Alicia R. Castaneda".

Alicia Castaneda
Chairman

8/10/04
Date