



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

March 27, 2024

MEMORANDUM FOR: All HUD Employees
FROM: Adrienne Todman, Acting Secretary
SUBJECT: Anti-Harassment Program Policy Statement

As Acting Secretary of the U. S. Department of Housing and Urban Development (HUD), I am committed to providing a work environment free of discrimination, harassment, unwelcome conduct, and retaliation/reprisal to all employees, applicants, contractors, and business partners. Treating each person with dignity, respect and valuing the diverse perspectives within the organization are HUD priorities. To this end, the intent of HUD's Anti-Harassment Policy is to maintain a safe and harassment-free workplace.

A safe workplace free of discrimination is the right of every employee, applicant, contractor, and business partner at HUD. Civil Rights laws, Executive Orders, and EEOC directives protect these stakeholders from discrimination based on the protected classes of race, color, sex (including pregnancy, gender identity, gender expressions, and sexual orientation), religion, national origin, age (40 years or older), disability, marital status, parental status, veteran status, genetic information, and reprisal (for prior EEO activity).

HUD's efforts are aimed at prevention and removal of any barriers to a harassment free workplace, so that all persons can participate fully and successfully in the workplace and be treated with dignity and respect.

All persons will be protected from retaliation/reprisal for making a good faith report of workplace harassment under this program or any other applicable policy or procedure, and for assisting with an inquiry into such allegations of harassment. Antidiscrimination laws prohibit workplace harassment against individuals in retaliation for filing an equal employment opportunity (EEO) complaint; testifying or participating in any way during an inquiry, proceeding, and/or a lawsuit under federal EEO and civil rights laws; or opposing employment practices they reasonably believe discriminate against individuals. All HUD employees must refrain from engaging in harassing conduct in the workplace. Any employee who is found to have harassed anyone or to have subjected a person to unwelcome conduct while conducting business on behalf of HUD or retaliated or committed reprisal will be subject to disciplinary or adverse action, up to and including removal from employment.

Harassment is defined as unwelcome conduct based on a protected class. Unwelcome conduct is conduct that is unwanted by the affected person and may include bullying. Unlawful harassment occurs where 1) enduring the offensive conduct becomes a condition of continued

employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would find intimidating, hostile, or abusive and that unreasonably interferes with and is detrimental to an employee's work performance, professional advancement, and mental and physical health; causes economic harm; or creates an intimidating, hostile, or offensive work environment. Prohibited harassing conduct includes, but is not limited to, offensive jokes, slurs, epithets, or name calling, undue attention, physical assaults or threats, unwelcome touching or contact, intimidation, bullying, ridicule or mockery, insults, or put-downs, constant or unwelcome questions about an individual's identity, mistreatment on social media, and offensive objects or pictures. HUD's Anti-Harassment Policy prohibits all harassment even if it does not rise to the level of unlawful harassment as defined under federal law.

We have a shared responsibility of preventing workplace harassment. Executives, managers, and supervisors must ensure that every reported incident of harassing conduct is reviewed and responded to immediately and appropriately. HUD employees who experience or witness harassing behavior or misconduct are encouraged to immediately report the incident to their first-line manager/supervisor (unless their first-line manager/supervisor is the alleged perpetrator), an appropriate management official or the Anti-Harassment Program staff at AHP@HUD.gov.

Once the Department is aware of the claims of harassment, it will immediately conduct a prompt, thorough, and impartial inquiry into the claim(s) via the Anti-Harassment Program procedures.

HUD, to the greatest extent possible, will take every step to protect the confidentiality of individuals alleging harassment. Interim measures may be taken until an investigation is concluded. Immediate and appropriate corrective action will be taken if it is determined that harassment has occurred. Employees who believe they have been harassed may also, and separately, file a grievance under an applicable collective bargaining agreement or initiate an EEO complaint with the Office of Departmental Equal Employment Opportunity by telephone at (202) 708-5921 or by email at EEO@HUD.gov.