



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: 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 one or more of the following protected classes: 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, 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, and especially executives, managers, and supervisors, are held accountable for compliance with all nondiscriminatory laws and policies. Failure to do so could result in disciplinary action, up to and including removal from the Federal service. We strive to foster a civil work environment, and 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, discipline, termination, 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 on one of the protected classes listed above, elects to initiate an EEO complaint must contact the Office of Departmental Equal Employment Opportunity (ODEEO) at EEO@HUD.gov, or at the telephone number (202) 708-5921, within **45 calendar days** of the alleged discriminatory event or within **45 calendar days** of becoming aware of the alleged discriminatory event. 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. To learn more about ODEEO's services, please scan the QR code below or use the following link: https://www.hud.gov/program_offices/eo.

