



FEMA

# ADMINISTRATOR POLICY

2011-OER-01

## EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY STATEMENT

1. It is the policy of the Federal Emergency Management Agency (FEMA) to strive to become a model EEO workplace. FEMA neither accepts nor tolerates any policy, procedure, and/or practice with the intention of disadvantaging any persons or groups based on race, color, religion, sex, national origin, age (over 40), disability, genetic information, reprisal, or sexual orientation. It is unlawful to discriminate against any employee, applicant for employment, or customer under one or more of the protected bases.
2. FEMA is committed to creating an environment that is welcoming to all individuals based on merit, regardless of the bases mentioned above. FEMA is focused on eliminating barriers to achieving a model workplace, and taking the necessary measures to promote equal opportunities at each level of the agency.
3. FEMA will ensure that all programs and employment actions, including but not limited to recruiting, hiring, training, promoting, rewarding, transferring, and/or disciplining employees, are conducted in a fair, constructive, and consistent manner, and solely on the basis of merit. The Agency will continue to advance the full range of equal rights to all employees and customers.
4. The successful attainment of equal employment opportunity requires the cooperation of all employees. It is the duty and responsibility of all FEMA employees, contractors, and visitors to FEMA facilities to comply with this policy. Each employee, manager, and supervisor shall implement and embrace the agency's EEO policy in their daily actions, conduct, and decisions. Collaborative effort to achieve the Agency's equal opportunity objectives will enhance FEMA's ability to accomplish its mission. With teamwork, we can foster an environment of fairness, inclusion, accountability and respect.
5. For more information on Equal Employment Opportunity, contact the Office of Equal Rights (OER) at 202-646-3535 or link to the OER Web page at <http://www.fema.gov/oer/index.shtm>.

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Date: 9/26/11

W. Craig Fugate  
Administrator, FEMA

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