



FEMA

Equal Employment Opportunity, Diversity, and Anti-Harassment Policy Statement

The Federal Emergency Management Agency's (FEMA) skilled, professional, and diverse workforce is the foundation of our success. FEMA strives to create and maintain an environment that promotes equal employment opportunity (EEO) for all persons, welcomes an inclusive and diverse workforce, and is free of unlawful discrimination and harassment.

As FEMA's Administrator, I am fully committed to the principles of equal employment opportunity, and I expect these principles to guide all management practices and decisions. Discrimination on the basis of race, color, sex (including pregnancy, gender identity, and sexual orientation), religion, national origin, age (40 years or older), disability, and genetic information, or reprisal based on previous EEO activity, are prohibited in all aspects of employment. Where prohibited discrimination is found to have occurred, appropriate corrective action will be taken. Employees, former employees and applicants who believe they have been subjected to discrimination or harassment have the right to file an EEO complaint, or otherwise oppose unlawful discrimination, without fear of retaliation.

In addition, consistent with Presidential Executive Orders and other laws designed to protect Federal employees, discrimination based on parental status, marital status, political affiliation, military service, or any other non-merit-based factor is prohibited. Employment decisions, including recruitment and hiring actions, appraisals, promotions, training opportunities, and access to career development programs, must be fair, transparent, and merit based.

FEMA managers and supervisors are responsible for preventing and promptly correcting any conduct that could result in unlawful discrimination or harassment. As leaders, managers and supervisors are expected to take a proactive role in promoting and implementing civil rights for all employees. Leaders are also expected to work toward and assist in eliminating barriers to equal employment opportunity.

All FEMA employees are responsible for adhering to our EEO policy in our daily actions, conduct, and decisions. Each of us is expected to abide by the letter, intent, and spirit of equal employment opportunity laws and policies, thereby enhancing our ability to accomplish our mission. At all times, we must treat others – both the public and our colleagues – with respect and professionalism. These principles directly comport with FEMA's core values of compassion, fairness, integrity and respect.

I am committed to preventing unlawful discrimination in employment policies, procedures, practices, and operations at FEMA. This statement reaffirms our collective commitment to the principles of equal employment opportunity.

A handwritten signature in blue ink, appearing to read "Pete Gaynor", with a long horizontal line extending to the right.

Pete Gaynor
Administrator