



U.S. MERIT SYSTEMS PROTECTION BOARD

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The mission of the Merit Systems Protection Board (MSPB) is to protect the merit systems principles and promote an effective Federal workforce free of prohibited personnel practices. This important mission cannot be achieved without all of us firmly committing to upholding our country's anti-discrimination laws and creating a work environment that is free from unlawful discrimination.

As we prepare to enter a new fiscal year, I remind all employees that MSPB does not tolerate discrimination based on race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 years of age and over), disability, and genetic information (including family medical history). Further, retaliation against those who participate in the Equal Employment Opportunity (EEO) complaint process, serve as witnesses, or otherwise oppose discrimination and discriminatory harassment is also strictly prohibited.

Employees and applicants who believe they have been subjected to unlawful discrimination or retaliation and who wish to initiate a complaint should contact the Office of Equal Employment Opportunity (OEEEO) within 45 days of the alleged discrimination or retaliation. OEEEO is an independent, neutral office offering fair and effective services, including EEO Counseling and alternative dispute resolution, to help parties resolve conflicts. Employees and applicants may obtain more information about the EEO complaint process by contacting Jerry Beat, EEO Director, at (202) 254-4405, or by visiting MSPB's EEO Portal.

I remind all employees that discriminatory or retaliatory harassment that rises to the level of a hostile work environment is also prohibited. Employees who experience a hostile work environment should report it immediately to their supervisor, another management official, the Director of Human Resources, or the EEO Director. Under MSPB's Anti-harassment Policy and Procedures, supervisors have a special responsibility to promptly address allegations of harassment and to take necessary and appropriate mitigating measures. Supervisors are strongly encouraged to seek guidance from OEEEO or the Office of General Counsel when addressing claims of discriminatory or retaliatory harassment.

Over the coming year, I expect every MSPB employee to do his or her part to uphold this policy, to support our nation's anti-discrimination statutes, and to promote a healthy and productive work environment free from discrimination.

Susan Tsui Grundmann

09.29.16

Date