



U.S. MERIT SYSTEMS PROTECTION BOARD

Chairman

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

As Chairman of the U.S. Merit Systems Protection Board (MSPB), I am committed to ensuring that we excel in our mission of adjudicating appeals and conducting merit principles studies for the federal sector. We are better positioned to do so when our employees and the public we serve are treated in a fair, lawful, and nondiscriminatory manner. We must also value our diversity and create a work environment that is inclusive and where all employees have the opportunity to achieve their potential.

Therefore, I want to take this opportunity to remind all employees that MSPB supports equal opportunity for all employees and applicants, and prohibits discrimination based on race, color, religion, sex (including sexual harassment, pregnancy, and gender identity), sexual orientation, national origin, age (40 years of age and over), disability (physical or mental), family medical history, and genetic information. Employees and applicants who believe they have experienced discrimination on any of these bases, or who believe they have been retaliated against for exercising the right to go through the Equal Employment Opportunity (EEO) process, should contact the Office of Equal Employment Opportunity (OEEO) within 45 days as required under Equal Employment Opportunity Commission (EEOC) regulations 29 C.F.R. §1614. Claims of discrimination based on sexual orientation may be processed under the agency's Policy and Procedures for Processing Complaints Based on Sexual Orientation, issued on February 23, 2012. OEEO will provide assistance to all parties and will help to bring resolution to the matter. Employees and applicants may obtain more information about the EEO process by contacting OEEO at (202) 254-4405, or by visiting MSPB's [EEO Portal](#).

I remind employees that unlawful harassment in the MSPB workplace is also strictly prohibited. Harassment is defined as any unwelcome, hostile, or offensive conduct which interferes with an individual's performance or creates an intimidating or hostile, or offensive, work environment. Employees should immediately report such conduct to their supervisor, another management official, or the Director of Human Resources. Supervisors have a special responsibility to maintain a work environment free from harassment and must promptly investigate such claims when they occur. Harassment claims will be handled confidentially, to the greatest extent possible, and supervisors will take appropriate and effective corrective action, as necessary. Supervisors are strongly encouraged to seek guidance from OEEO or the Office of General Counsel when addressing claims of harassment.

As a leader among federal sector employment law agencies, we must make every effort to be a model EEO employer and compliant with EEO laws and regulations. Employees are expected to be proactive and to seek positive resolutions to discrimination claims. The MSPB will provide timely and fair counseling, complaint processing, and alternative dispute resolution services. While I expect managers, supervisors, and the OEEO to take steps to prevent and/or correct discriminatory practices and behaviors, every MSPB employee has an obligation to uphold this policy. Working together, we can create a workplace that is free of all forms of discrimination.

A handwritten signature in blue ink, appearing to read "Susan Tsui Grundmann".

Susan Tsui Grundmann

08.13.12

Date