THE VICE CHAIRMAN

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 a firm commitment by all of us to uphold our country's anti-discrimination laws and foster a work environment free from unlawful discrimination.

As the Vice Chair and Acting Chairman,* 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, or genetic information (including family medical history). Retaliation against those who participate in the Equal Employment Opportunity (EEO) complaint process or oppose unlawful discrimination 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 (OEEO) within 45 days of the alleged discrimination or retaliation. OEEO 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, Director, OEEO, at (202) 254-4405, or by visiting MSPB's EEO Portal.

I remind all employees that discriminatory or retaliatory harassment is also prohibited. Employees who experience a discriminatory or retaliatory 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, when necessary, take appropriate mitigating measures. Supervisors are strongly encouraged to seek guidance from OEEO or the Office of General Counsel when addressing claims of discriminatory or retaliatory harassment.

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.

Mark A. Robbins
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12/4/17
Date

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* Because the office of Chairman currently is vacant, the functions of the chief executive and administrative officer of the Merit Systems Protection Board are vested in the Vice Chairman pursuant to 5 U.S.C. § 1203(b).