



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
WASHINGTON, D.C. 20460

SEP - 7 2012

THE ADMINISTRATOR

MEMORANDUM

SUBJECT: 2012 Equal Employment Opportunity Policy Statement

FROM: Lisa P. Jackson

TO: All Employees

Fostering a fair and diverse work environment is essential to our work as One EPA and our service to the American people. I am proud to reaffirm today the U.S. Environmental Protection Agency's commitment to equal employment opportunity in the workplace.

The EPA cannot and will not tolerate discrimination based on race; color; religion; sex, including pregnancy and gender identity or gender expression; national origin; physical or mental disability; age; genetic information; sexual orientation; status as a parent; marital status; political affiliation; or retaliation based on previous EEO activity. Harassment -sexual or conduct -of any employee or applicant for employment is also unacceptable and prohibited by law.

I expect our management team to continue to provide first-class leadership in support of equal employment opportunity. I also ask that EPA managers and employees take responsibility for treating each other with dignity and respect, reporting discriminatory conduct and preventing all types of discrimination, including harassment. The agency will review any finding of discrimination and take appropriate disciplinary or corrective action.

The EPA promotes the use of alternative dispute resolution methods to resolve workplace disputes or EEO complaints. Managers are reminded that their participation in agency-approved alternative dispute resolution efforts to resolve employee EEO complaints is required, absent extraordinary circumstances as determined by the Office of Civil Rights' director or designee.

Any employee, manager or applicant for employment who believes he or she has been subjected to discrimination has a right to seek redress by contacting the EPA's Office of Civil Rights' employment complaints resolution staff at (202) 564-7272 or an EEO officer at the regional or laboratory level within 45 calendar days of the alleged discriminatory event.

A professional, productive and inclusive workplace is essential to the EPA's mission to protect human health and the environment. Unlawful discrimination in the workplace, including retaliation and harassment, undermines the achievement of our agency's mission. I appreciate your shared commitment to equal opportunity at the EPA, and look forward to continuing our work together.