



U.S. MERIT SYSTEMS PROTECTION BOARD

Office of the Chairman
1615 M Street, NW
Washington, DC 20419

Chairman

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The mission of the U.S. Merit Systems Protection Board (MSPB) is to protect the Merit System 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.

All MSPB employees will have the freedom to compete on a fair and level playing field with equal opportunity for competition. Equal employment opportunity covers all personnel/employment programs, management practices, and decisions, including, but not limited to, recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation. Workplace harassment will not be tolerated, and the agency will correct the harassing conduct before it becomes severe or pervasive. Reprisal against one who engaged in protected activity will not be tolerated, and the agency supports the rights of all employees to exercise their rights under the civil rights statutes.

As the head of the agency, I remind all employees that MSPB does not tolerate discrimination based on race, color, religion, sex (including pregnancy, sexual orientation, gender identity and expression), national origin, age, disability, genetic information (including family medical history), and retaliation. Retaliation against those who participate in the Equal Employment Opportunity (EEO) complaint process, request accommodation based on disability, pregnancy, or religion, or oppose unlawful discrimination, is strictly prohibited. The Pregnant Workers Fairness Act requires agencies to provide reasonable accommodations to employees' known limitations related to pregnancy, childbirth, or related medical conditions unless such an accommodation would pose an undue hardship to the agency.

Employees and applicants who believe they have been subjected to unlawful discrimination or retaliation and who consider filing an EEO 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 OEEO at 771-210-1627, or by visiting MSPB's [EEO Portal](#).

Employees who experience a discriminatory or retaliatory hostile work environment should report it immediately to the Anti-Harassment Program Officer, a 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 uphold this policy, support our Nation's antidiscrimination statutes, and promote a healthy and productive work environment free from discrimination.

A handwritten signature in black ink, appearing to read "Cathy Harris", written over a horizontal line.

Cathy A. Harris
Chairman

11/22/2024

Date