



Office of the Chairman

Annual Equal Employment Opportunity Policy Statement

October 5, 2012

The National Credit Union Administration (NCUA) supports and promotes the principles of equal employment opportunity in the workplace for all persons. It is our policy to prohibit discrimination in employment based on race, color, religion, sex (including pregnancy and gender identity), national origin, mental and physical disability, age (40 years and over), and genetic information.

Employees who believe they have been discriminated against are fully able to exercise their right to file an EEO complaint or grievance, or otherwise oppose unlawful discrimination, without fear of retaliation.

In addition, consistent with Presidential Executive Orders and other laws designed to protect federal employees, we prohibit discrimination based on sexual orientation, parental status, marital status, political affiliation, military service, or any other non-merit-based factor. This policy applies to employees, applicants and former employees; and it covers all agency employment programs, management practices and decisions.

As a federal agency, we are also committed to maintaining a work environment free of retaliation and harassment. Managers and supervisors must continually monitor the workplace; taking swift and appropriate disciplinary action against individuals who engage in these behaviors and other incidents of unlawful discrimination.

As leaders, our managers and supervisors are expected to take an active role in promoting and implementing our EEO goals and objectives. It is our responsibility to ensure that all employees are afforded a fair and competitive employment process under merit system principles.

All NCUA employees are responsible for implementing our EEO policy in daily actions, conduct, and decisions. Each individual is expected to abide by the letter, intent, and spirit of the equal opportunity laws and policies. Achievement of our equal opportunity objectives enhances our ability to accomplish our mission.

We are committed to preventing unlawful discrimination in employment policies, procedures, practices, and operations. This statement reaffirms the principles of equal employment opportunity and assures that EEO program requirements will be enforced.

A handwritten signature in blue ink, appearing to read "Debbie Matz".

Debbie Matz
Chairman