

## Annual Equal Employment Opportunity Policy Statement

This policy covers all current employees, former employees, and applicants for employment. It also includes all agency employment programs, management practices, and decisions.

The National Credit Union Administration (NCUA) supports and promotes the principles of Equal Employment Opportunity (EEO) in the workforce, where each employee is treated fairly and with dignity and respect. The agency prohibits discrimination based on [race](#), [color](#), [religion](#), [sex](#), [national origin](#), [age](#) (40 years and over), [disability](#) (physical or mental), [genetic information](#) (including family medical history), [pregnancy](#), childbirth, or related medical conditions.

The NCUA also prohibits harassment and retaliation for prior involvement in protected EEO activity. Protected activities include reporting discrimination or harassment, participating in the EEO process, [whistleblowing](#), or exercising any appeal or grievance right provided by law. Persons who are subjected to unlawful practices must be able to use any of the agency's dispute resolution processes and seek redress in an atmosphere free of retaliation. Upon learning of an incident that violates the NCUA's EEO policy, the agency will take prompt action.

The NCUA prohibits discrimination based on political affiliation, parental and marital status, military service or any other non-merit-based factor. These protections apply to all employees, applicants for employment and former employees; and they extend to all management practices and decisions, including recruitment, hiring practices, appraisals, merit promotion, training, career development programs, transfers, reassignment, benefits, and separations.

As a federal agency, the NCUA is responsible for ensuring that all employees have the freedom to compete on a fair and level playing field. Managers and supervisors must monitor the work environment and ensure an environment free of unlawful employment practices. Managers and supervisors are required to take swift action when unlawful practices are identified. In addition to federal laws, the NCUA complies with applicable state and local laws governing nondiscrimination in employment in every location in which we operate.

Consistent with these obligations, the NCUA provides [reasonable accommodations](#) to employees and applicants with disabilities, for sincerely held religious beliefs, observances, and practices, and for employees with a known limitation related to, affected by, or arising out of [pregnancy](#), childbirth, or related medical conditions.

NCUA employees and applicants who believe they have been subjected to discrimination, harassment, or retaliation should contact the NCUA's EEO Intake Line at 703.518.6325 or [EEEmail@ncua.gov](mailto:EEEmail@ncua.gov) within 45 days of the employment action or event they believe is discriminatory. Also, see [Workplace Resolutions](#). Individuals may, as appropriate, additionally contact the Office of Special Counsel at 202.804.7000 or the Merit Systems Protection Board at 202.653.7200.

If you experience or observe harassment, report it to any manager or supervisor, the NCUA's Office of Ethics Counsel (OEC), or any combination of these parties. All NCUA managers and supervisors must both ensure lawful employment practices and prevent retaliation against employees who report harassment. They must take prompt and appropriate action when behavior contrary to law and policy occur in the workplace. All managers must also notify OEC's Anti-Harassment Coordinator of any instance of harassing conduct, including any instance reported to the manager by an employee, within three business days. Managers and employees may contact OEC's Anti-Harassment Coordinator at 703.518.6613 or [Anti-Harassment@ncua.gov](mailto:Anti-Harassment@ncua.gov).

/s/

Kyle S. Hauptman  
Chairman