

From: SecretaryStevenMnuchin@treasury.gov
Subject: Equal Opportunity Policy
Date: Thursday, September 17, 2020 2:24:20 PM
Attachments: [image003.png](#)



DEPARTMENT OF THE TREASURY
WASHINGTON, D.C.

The Department of the Treasury's mission is to maintain a strong economy, foster economic growth, and create job opportunities by promoting the conditions that enable prosperity at home and abroad. During this especially challenging time, it is important to ensure that we can rely on the talents of all of our valued employees, and recognize that diversity and inclusion are valued business principles. A top priority of the Treasury Department is to provide services to the American public in a manner that demonstrates our commitment to fairness, integrity, and equality.

I remain committed to the principles of equal opportunity, diversity and inclusion. The Department's Inclusive Diversity Strategic Plan (Plan) provides a path forward with goals and strategies to support equal treatment for all applicants and employees, and to provide equal access to women, minorities, veterans, and persons with disabilities at all levels of the organization. The Plan supports a culture of diversity and inclusion where all employees have the freedom to compete on a fair and level playing field which extends to all management hiring practices and other employment decisions throughout the employment life cycle, regardless of a person's race, religion, color, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, genetic information, disability (physical or mental), parental status, or participation in protected EEO activity.

I fully support the Department's prohibition against discrimination in all of our policies, programs, and operations, and affirm our zero tolerance policy for all types of discrimination and harassment, including sexual harassment, in the workplace. I expect all managers and employees to model these principles in the workplace and to uphold all laws, regulations, and Treasury policies that bar discrimination and harassment, including taking action to correct harassing conduct before it becomes severe or pervasive. Employees and applicants who believe they have experienced discrimination or harassment should bring their concerns to their supervisors or the appropriate EEO office within [45 days](#) of the alleged incident. Retaliation against anyone who reports unlawful discrimination or harassment or who participates in the EEO process is prohibited.

Everyone who works at Treasury should feel welcome and included. You can reinforce that each day through your actions, statements, and support of EEO laws and policies. Thank you for your continued commitment to these values and for all you do each day for Treasury and the American people.

Steven T. Mnuchin

Secretary of the Treasury