



THE ADMINISTRATOR
WASHINGTON, D.C. 20460

May 24, 2024

MEMORANDUM

SUBJECT: The U.S. Environmental Protection Agency's Equal Employment Opportunity Policy Statement

FROM: Michael S. Regan *Michael S Regan*

TO: All EPA Employees

The U.S. Environmental Protection Agency is committed to a workplace free of discrimination so that all employees and applicants have the freedom to compete on a fair and level playing field. To fully meet our mission to protect public health and the environment, we must ensure equal employment opportunity. Therefore, as Administrator, I issue this policy statement to reaffirm the agency's commitment to the principles of EEO in all EPA facilities.

The EPA will not tolerate discrimination based on race, color, religion, sex (including pregnancy, sexual orientation, gender identity or gender expression), national origin, disability, age, genetic information, status as a parent, marital status, political affiliation or reprisal/retaliation for engaging in EEO activity. Discrimination includes harassment – sexual or nonsexual – of any employee or applicant for employment.

With respect to reprisal, the EPA will not tolerate acts of retaliation against an employee who engages in protected EEO activity. Engaging in EEO activity means participating in an EEO process or opposing discrimination based on any of the aforementioned protected EEO bases.

The EPA must make employment decisions in accordance with merit system principles contained in [5 U.S.C. §2301](#). It is expected that EPA management will demonstrate leadership by supporting its EEO program and taking steps to promote EEO in all facets of employment. Facets of employment include recruitments, hirings, transfers and reassignments, promotions, performance assessments, awards, training and career-development opportunities, benefits and separations.

Furthermore, consistent with EEO obligations, the EPA has a duty to provide reasonable accommodations to employees and applicants with disabilities. Also of note, I want to remind you of the Pregnant Workers Fairness Act of 2023. Generally, the law requires employers to provide a reasonable accommodation to a qualified employee's or applicant's known limitations due to

pregnancy, childbirth or related medical conditions. You can learn more at [EEOC's What You Should Know About the PWFA](#).

The EPA has established EEO as a top priority in its agency strategic plan. As a government organization based on scientific evidence and integrity, we should all recognize that we are a stronger and more effective organization when EEO principles are fully ingrained in the EPA's DNA and when we have a robust EEO program.

Within the EPA the [Office of Civil Rights](#) ensures compliance with federal nondiscrimination employment laws, regulations and executive orders. If you wish to enter the EEO process, you must do so within 45 calendar days of the date of an alleged act of discrimination with a few limited exceptions. All employees have an obligation to cooperate with the Office of Civil Rights during the processing of EEO complaints.

All employees may contact the [Office of Civil Rights](#) for general support at (202) 564-7272. Also, if you are an employee in a region office, you can contact your EEO Officer.¹

In addition, to resolve EEO complaints the EPA promotes the use of alternative dispute resolution and offers mediation to do so. If an employee elects ADR to resolve an EEO complaint, the agency must participate, absent extraordinary circumstances.

All EPA employees, including managers and staff, must take responsibility for reporting and addressing discriminatory conduct and preventing all types of discrimination, including workplace harassment. Persons who believe the agency may have engaged in workplace harassment should review [EPA Order 4711, Procedure for Addressing Allegations of Workplace Harassment](#), for information on how to report such allegations.

The EPA recognizes that commitment to EEO principles and practices provides a workplace that strengthens employee dedication to the agency's mission to protect human health and the environment.

¹ Bargaining unit employees have additional rights and privileges in the EEO process. For example, bargaining unit employees have the right to union representation and can pursue relief through the grievance process. Furthermore, the union has its own legal rights independent of the rights of bargaining unit employees.