

MEMORANDUM

TO: DFC Staff

FROM: Scott Nathan, Chief Executive Officer

DATE: *Sept 28, 2022*

RE: DFC EEO Policy Statement

The U.S. International Development Finance Corporation (DFC) is committed to a workplace free of discrimination. As the Chief Executive Officer, I am proud to reaffirm DFC's commitment to the principles of equal employment opportunity (EEO) in the workplace. I ask that all DFC employees, including managers and staff, take responsibility for reporting and addressing discriminatory conduct and preventing all types of discrimination, including workplace harassment. DFC cannot and will not tolerate discrimination based on race; color; religion; sex, (including pregnancy, sex stereotyping, gender identity, gender expression or transgender status); national origin; sexual orientation; physical or mental disability; age (40 or older); protected genetic information; status as a parent; marital status; political affiliation; or retaliation based on previous EEO activity. In addition, DFC will not tolerate any type of harassment – either sexual or nonsexual – of any employee or applicant for employment. Employment decisions must be made in accordance with Federal civil service merit system principles.

Our DFC management team is expected to continue to provide first-class leadership in supporting the Agency's EEO program by taking steps to promote EEO in all facets of employment, including recruitment, hiring, promotion, performance assessment, awards or career-development opportunities.

Any former/current employee or applicant for employment who believes that they have been subjected to discrimination and elects to seek redress for discrimination must initiate the EEO complaint process within 45-calendar days of the alleged discriminatory event or the effective date of a personnel action. To file an EEO complaint, please contact DFC's Office of Equal Employment Opportunity at eeo@dfc.gov or by calling (202) 977-5062.

In addition, an employee or applicant for employment who believes he or she was subjected to workplace harassment should also review DFC's procedures for addressing allegations of workplace harassment for information on how to report allegations of workplace harassment outside the EEO process.

A workplace free of discrimination protects DFC employees and allows them to focus on the Agency's mission. I appreciate your shared commitment to equal employment opportunity at the DFC, and I look forward to working with you to advance the Agency's all-important mission.



Scott Nathan