



EEO Policy Statement

MEMORANDUM

TO:	All Employees of the US Interagency Council on Homelessness
FROM:	Sanya Cade, Director of Finance and Administration
CC:	Jeff Olivet, Executive Director US Interagency Council on Homelessness
SUBJECT:	FY 2022 EEO Policy Statement

This is an enormously important time for civil rights, not only for the U.S. Interagency Council on Homelessness (USICH), but for our entire nation. The USICH's core mission is to prevent and remedy discrimination in America's workplaces and advance equal employment opportunity for all.

This USICH Policy Statement is a reminder that all USICH employees are protected from discrimination under the laws we enforce. USICH employees and applicants for employment are covered by federal laws and Presidential Executive Orders designed to safeguard federal employees and job applicants from discrimination on the basis of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, genetic information (including family medical history), political affiliation, military service, or other non-merit based factors. These protections extend to all management practices and decisions, including recruitment and hiring, appraisal systems, promotions, training, and career development programs. Consistent with these obligations, USICH also provides reasonable accommodations to employees and applicants with disabilities and for sincerely held religious beliefs, observances, and practices.

USICH employees and applicants are also protected against retaliation. Consistent with federal laws, acts of retaliation against an employee who engages in protected activity, such as reporting discrimination or harassment or participating in the EEO process, whistleblowing, or the exercise of any appeal or grievance right provided by law will *not* be tolerated at USICH. In addition, as provided in the RESOLVE Program Non-Retaliation Statement, the USICH will not tolerate retaliation against RESOLVE participants. The USICH will take prompt action when an USICH employee, agent of USICH, or non-



employee is found to have engaged in discrimination, retaliation, or harassment (including sexual harassment).

We must be diligent in maintaining a workplace free from discrimination. This includes working to ensure that harassment, on any protected basis, does not occur at our agency. I encourage all employees to review the USICH's Policy Statement on the Prohibition of Harassing Conduct in the Workplace, and the updated Order 560.005 on the Prevention and Elimination of Harassing Conduct in the Workplace. I also take this opportunity to reaffirm that USICH managers and supervisors have a critical role and responsibility to help prevent and eliminate harassment in the workplace. Likewise, I wish to remind all USICH employees of their duty not to engage in harassing conduct and to report any such conduct if it occurs.

USICH employees or applicants who believe that they have been subjected to discrimination, harassment, or retaliation should contact USICH's Equal Opportunity Representative at (202) 594-7880 or contact sanya.cade@usich.gov.

It is incumbent upon all of us to ensure that the USICH is a model employer and serves as an example of equity and inclusiveness for all workplaces, within and outside the federal government. Likewise, each of us must take responsibility for implementing the Commission's EEO Policy and cooperating fully in its enforcement. In so doing, we reaffirm our collective commitment to a workplace free of unlawful discrimination, harassment, and retaliation.