

April 13, 2018



## DEPARTMENT OF THE TREASURY

WASHINGTON, D.C.

SECRETARY OF THE TREASURY

### MEMORANDUM FOR ALL TREASURY EMPLOYEES

**FROM:** Steven T. Mnuchin

**SUBJECT:** Equal Opportunity Policy

As I begin my second year as Secretary of the Treasury, I want to first say thank you for all of your hard work, and for making our first year so productive. I know that maintaining a talented workforce, where diversity and inclusion are valued business principles, is key to success. 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. We all share the responsibility to create an environment in which individuals are treated with dignity and respect and are afforded equal treatment.

I am committed to providing and promoting equal employment opportunities (EEO) in the Treasury Department. The Department's Inclusive Diversity Strategic Plan (Plan) documents the goals and strategies to support equal treatment for all applicants and employees, and assures 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 everyone, regardless of a person's race, religion, color, sex (including pregnancy, gender identity and sexual orientation), national origin, age, protected genetic information, parental status, or disability, will be treated with respect, dignity, and professionalism.

I fully support the Department's prohibition against discrimination in all of our policies, programs, and operations, and affirm zero tolerance 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. Employees and applicants who believe they have experienced discrimination or harassment should bring their concerns to their supervisors or the appropriate EEO office. Retaliation against anyone who reports unlawful discrimination or harassment 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.