

TO: DFC Staff

FROM: Scott Nathan, Chief Executive Officer

DATE: 5/9/2023

RE: DFC EEO Policy Statement

The U.S. International Development Finance Corporation (DFC) is committed to ensuring that all employees within the DFC and applicants have the freedom to compete for workplace opportunities on a fair and level playing field, and that they are free from discrimination. As the Chief Executive Officer, I am proud to reaffirm the DFC's commitment to the principles of equal employment opportunity (EEO) in the workplace.

It is the DFC's policy to provide equal employment opportunity (EEO) for all employees and applicants for employment, regardless of their race, religion, color, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, genetic information (including family medical history), or disability. The DFC applies EEO to all personnel and employment programs, management practices, and decisions, including, but not limited to, recruitment and hiring, merit promotion, transfer, reassignment, training and career development, benefits and separation. The DFC further supports the rights of all employees to exercise their rights under the civil right statutes and affirms that retaliation or reprisal against one who engaged in protected activity will not be tolerated.

Furthermore, workplace harassment is inexcusable and will not be tolerated. All DFC employees are expected to take personal responsibility for correcting harassing conduct before it becomes severe or pervasive, and for creating and maintaining an environment that is free from harassment and discrimination. Employees who feel they have been subjected to unlawful discrimination should contact the DFC EEO Office. Additional information about DFC EEO programs can be found at <https://dfc.gov.sharepoint.com/sites/EEO>.

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 critical mission.

  
Scott Nathan