

Memorandum

TO : All Employees

DATE: December, 2005

FROM : Chairman

SUBJECT : Non-Discrimination and Diversity Policy Statement

I would like to take this opportunity to reaffirm the agency's policy of zero tolerance for discrimination or harassment, retaliation, or reprisal against any employee or applicant. I am committed to achieving the goals of diversity and of a discrimination free work environment, reflecting an atmosphere of inclusion where employment opportunities are open to all candidates.

Diversity is a strategic business imperative. As the agency responsible for the regulation of ocean borne transportation in the foreign commerce of the United States, the Federal Maritime Commission ("FMC") has the responsibility of maintaining an environment that affirms the diversity of our employees and customers, and respects their perspectives and views.

To achieve that, the FMC maintains a continuing affirmative employment program that promotes equal opportunity for each employee and applicant for employment. Consistent with federal law, the FMC prohibits discrimination and harassment in all its programs, procedures, practices and activities against any individual because of race, color, national origin, sex, religious creed, age, disability, political beliefs, sexual orientation, marital or family status, or veteran status.

In order for the agency to review an allegation of discrimination on the bases stated above, the employee or job applicant must contact the FMC's Office of Equal Employment Opportunity ("EEO") within 45 calendar days of the alleged discriminatory act.

The FMC is an equal opportunity employer.



Steven R. Blust