



NATIONAL CREDIT UNION ADMINISTRATION

Equal Employment Opportunity Policy Statement

The National Credit Union Administration (NCUA) supports the principles of equal employment opportunity (EEO) for all employees and applicants for employment, regardless of their race, religion, color, sex, national origin, age, or disability. NCUA's EEO policy covers all agency employment programs, management practices, and decisions, including recruitment, hiring, merit promotion, transfer, reassignments, training and career development, benefits, discipline, and separation.

This statement notifies all employees, former employees, and applicants, that NCUA prohibits discrimination on the basis of race, color, religion, national origin, sex (including sexual harassment), age (40 years and over), mental and physical disability, and in retaliation for prior involvement in EEO protected activity. NCUA is also committed to maintaining a work environment that is free of retaliation and harassment. This commitment includes taking swift and appropriate disciplinary action against individuals who engage in retaliatory and harassing behavior. Furthermore, NCUA supports the rights of individuals to exercise their rights under applicable EEO and civil rights statutes.

All NCUA employees are responsible for implementing the agency's EEO policy in their daily actions, conduct, and decisions. In order to ensure that all employees are afforded a fair and competitive employment process, it is the responsibility of NCUA management to follow EEO principles in recruitment and personnel management decisions, and to be fair and equitable in the rights of employees. Managers and supervisors must continually monitor the workplace to ensure an environment free of unlawful discrimination, hostility, intimidation, reprisal, or harassment. As leaders, NCUA managers and supervisors are expected to take an active role in promoting and implementing the agency's EEO goals and objectives. Achievement of the agency's equal opportunity objectives will enhance the agency's ability to accomplish its mission. Each individual is expected to abide by the letter, intent, and spirit of the equal opportunity laws and policies.

NCUA is committed to preventing unlawful discrimination in its employment policies, procedures, practices, and operations. This statement reaffirms the principles of equal employment opportunity and assures that EEO program requirements will be enforced.

August 27, 2008

A handwritten signature in blue ink, reading "Michael E. Fryzel". The signature is fluid and cursive, with a long horizontal stroke extending to the left.

Michael E. Fryzel
Chairman



NATIONAL CREDIT UNION ADMINISTRATION

Diversity Policy Statement

The principles of workplace diversity include valuing the strengths and maximizing the potential of all employees and managers. These principles are imperative to NCUA, as an employer and federal regulator, as the agency strives to retain and recruit a diverse and highly-qualified workforce. NCUA, therefore, is committed to ensuring it values the capabilities of individuals and respects differences in culture and personal experiences.

The advantages of developing and maintaining a diverse workforce are immeasurable. As we move toward a more competitive environment, the success of our agency demands that we continually identify better ways of performing the duties entrusted to us. Having a workforce composed of individuals who reflect the diverse nature of credit unions and their members demonstrates we are capable of understanding and responding effectively to their unique needs.

In order to establish an environment that encourages all employees to reach their fullest potential, NCUA must recognize contributions of employees based on their merit and maintain a workplace where qualified employees can be successful regardless of age, race, gender, religion, disability, sexual orientation, geographic region or socioeconomic status.

NCUA's commitment to diversity extends beyond EEO anti-discrimination policies. We must ensure the actions of our leadership promote inclusion in recruitment efforts, retention, professional development and career advancement of employees. While managers must lead the way in securing a talented and diverse workforce, every employee should explore and value the differences and cultures of others through teamwork and respect.

NCUA is firmly committed to fostering an atmosphere based on the principles of a diverse working environment for the betterment of the agency, as well as the service NCUA provides to the credit union community and its members.

August 27, 2008

A handwritten signature in blue ink that reads "Michael E. Fryzel".

Michael E. Fryzel
Chairman