



Federal Housing Finance Agency

PREVENTION AND ELIMINATION OF HARASSMENT IN THE WORKPLACE POLICY STATEMENT

The Federal Housing Finance Agency (FHFA) is committed to maintaining a positive, productive work environment in which all employees are free to put forth their best effort and have an opportunity to succeed as a result. To facilitate that type of environment, the FHFA will not tolerate workplace harassment of any employee (either by a fellow employee or non-employee), will promptly investigate allegations of harassment, and, where allegations are substantiated, will take appropriate action. Further, the FHFA will not tolerate retaliation against any employee for reporting harassment under this or any other policy, for assisting in any inquiry about a report of harassment, or for opposing discrimination or harassment.

Harassment is any objectively offensive conduct based on race, sex (whether or not of a sexual nature and including same-gender harassment), sexual orientation, religion, color, national origin, age, or disability. Examples of offensive conduct include:

- Offensive verbal conduct such as obscene language, epithets, suggestive statements or innuendo, or derogatory comments.
- Unwelcome physical conduct, such as touching or gestures.
- Creating or displaying offensive graphic materials in the workplace that relate to the race, sex, sexual orientation, religion, color, national origin, age, or disability of an employee.
- Retaliation for an employee's opposition to discrimination or participation in the discrimination complaint process.

Any of these behaviors may be considered harassment if a person experiencing the conduct does not welcome it. Harassment occurs when:

- Submission to offensive conduct is made, either explicitly or implicitly, a term or condition of an individual's employment;
- Submission to or rejection of offensive conduct by an individual is used as the basis for tangible job decisions affecting that individual; or
- Offensive conduct unreasonably interferes or is intended to interfere with an individual's work performance or creates an intimidating, hostile, or offensive work environment.

The anti-discrimination statutes and this Policy are not a general civility code. However, we all should seek a workplace free of harassment that provides a collegial atmosphere of open and honest communication and a commitment to fair exchanges of ideas and resolution of workplace disputes.

This Anti-Harassment Policy applies to all FHFA employees. Violations of the Policy will result in disciplinary actions, up to and including termination. You should feel free to discuss any questions or concerns related to harassment with your supervisor, the human resources officer, or the Equal Employment Opportunity Director without fear of reprisal. Confidentiality will be provided to every extent possible.


James B. Lockhart III


Date