



POLICY STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITY

As the Chief Executive Officer of the Millennium Challenge Corporation (MCC), I am fully committed to equal employment opportunity (EEO) and the implementation of a strong program to promote employment and advancement opportunities without regard to race, sex (including gender identity), sexual orientation, religion, color, national origin, age, pregnancy, disability, family medical history or genetic information. It is MCC's policy to provide equal employment and advancement to all of our employees and to all applicants recruited for our workforce.

MCC prohibits illegal discrimination in all aspects of its personnel policies, program practices and operations, working conditions, and relationships with employees and applicants, including, but not limited to, recruitment, hiring, merit promotion, transfer, reassignments, training, career development, benefits, and separation. We promote programs of affirmative recruitment and employment at all levels of MCC.

As evidence of its commitment, MCC will conduct periodic EEO training for its employees that addresses, among other things, the issues of discriminatory hiring practices, sexual and workplace harassment and other inappropriate conduct.

Illegal discrimination, sexual and workplace harassment and other inappropriate conduct will not be tolerated at MCC. Allegations of harassment or inappropriate conduct toward an employee or a job applicant will be immediately investigated, and where allegations are substantiated, appropriate action will be taken. Further, reprisal against an employee who engages in protected activity by reporting illegal discrimination, sexual or workplace harassment or inappropriate conduct will not be tolerated. MCC supports the rights of all employees to exercise their rights under applicable EEO statutes and regulations.

Equal employment opportunity is a part of the performance evaluation for every MCC manager and supervisor. All levels of supervision within MCC must create and maintain a workplace that is free from illegal discrimination and sexual and other illegal harassment with the same zeal and leadership as other organizational responsibilities.

MCC has its own EEO program so that employees may access EEO counselors at MCC Headquarters. If you have an issue regarding EEO, sexual or illegal workplace harassment or other inappropriate conduct, contact EEO Director Darlene Riley at rileyd@mcc.gov or 202-521-3896 to obtain the name of an EEO counselor.

I strongly promote equal opportunity in employment and the prevention of illegal discrimination throughout MCC. I look forward to working with each of you to ensure that MCC meets this important goal.

Daniel W. Yohannes
Chief Executive Officer

Date: June 10, 2011