




**Office of the Special Inspector General  
For the Troubled Asset Relief Program**

1801 L Street, NW  
Washington, D.C. 20220

MAY 16 2012

**MEMORANDUM TO: All SIGTARP Employees and Detailees**

**FROM: Christy L. Romero**   
**Special Inspector General**

**SUBJECT: Equal Employment Opportunity and Discrimination  
Policy Statement**

The Special Inspector General for the Troubled Asset Relief Program (SIGTARP) is committed to sustaining a diverse workforce, and maintaining a work environment that is free of unlawful discrimination and harassment. As the Special Inspector General, I am committed to diversity and equal opportunity employment by embracing the diverse talents and backgrounds of our employees and assuring that our workplace offers full and equal opportunity to all employees and applicants for employment, regardless of race, color, sex (including sexual harassment and equal pay/compensation), religion, national origin, age, disability (physical or mental), sexual orientation, protected genetic information, parental status, or for participation in previous EEO activity.

In today's dynamic work environment, it is essential that we commit to these policies to preserve our ability to deliver our mission effectively. Every employee is responsible for maintaining a work environment that is free of discrimination. When any employee or applicant for employment is discriminated against, the work of this organization suffers, opportunities for achievement are lost, and the ability of our employees to reach their full potential is jeopardized.

SIGTARP employees play an important role in maintaining and ensuring the fair treatment of all employees and applicants for employment and must treat all colleagues with dignity, respect and professionalism. It is imperative that our actions are above reproach at all times and that all employment actions are based upon merit factors, without bias or prejudice.

SIGTARP managers bear a special responsibility in promoting the principles of equality, diversity, and inclusion in the workplace; taking all allegations of discrimination, retaliation, and harassment seriously; and responding to any reported concerns promptly and appropriately. Any SIGTARP employee determined to have engaged in unlawful discriminatory practices, and any employee in a position of authority who fosters an environment that allows discriminatory practices, will be subject to appropriate disciplinary action.

SIGTARP has zero tolerance for discrimination in the workplace, and will not tolerate reprisal or retaliation based on opposing discrimination, participating in the discrimination complaint process, or reporting or assisting in an inquiry relating to allegations of discrimination.

We must eliminate all barriers to equal employment opportunity for employees and applicants, and further ensure that our recruitment and selection processes support the full consideration of

talented individuals from groups that were not well represented in the past. All supervisors and managers must ensure that employees receive equal opportunity to obtain the training needed to maintain core competencies and develop their full potential.

Employees who believe they have been unlawfully discriminated against are encouraged to contact SIGTARP's EEO Hotline at [SIGTARPEEO@TREASURY.GOV](mailto:SIGTARPEEO@TREASURY.GOV) or 855-245-8916, within 45 calendar days from the date of the incident or action seen as discriminatory. For additional information on EEO, please click [here](#).

SIGTARP provides an environment that honors excellence, teamwork, fairness, and equality. We strive to exemplify in all of our decision making the principle that employees have the freedom to compete on a fair and level playing field. We will continue to provide a workplace that is free from all forms of illegal discrimination, including harassment and retaliation. Above all, we must view our commitment to equal employment opportunity as a matter of personal integrity and accountability.

I encourage all SIGTARP employees and detailees to become personal leaders in promoting an inclusive work environment that embraces the talents and cultures of our employees and that is free from discrimination.