




U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
THE SECRETARY
WASHINGTON, DC 20410-0001

DEC 5 2019

MEMORANDUM FOR: All HUD Employees

FROM: Benjamin S. Carson, Sr. 

SUBJECT: Anti-Harassment
Policy Statement

The U.S. Department of Housing and Urban Development (HUD) prohibits harassing behavior (sexual and non-sexual) in the workplace. Each employee, applicant, and contractor, as well as anyone doing business with HUD, is entitled to be treated with dignity and respect and has the right to work in an environment free from harassment.

The Department has a zero-tolerance standard for harassing behavior on the bases of race, color, religion, sex (including sexual orientation, gender identity and expressions, and pregnancy), national origin, age (40 and over), disability, marital status, parental status, veteran status, genetic information, and/or reprisal. This policy also provides protection from retaliation against any employee for making a good faith report of workplace harassment under this or any other policy or procedure, and for assisting with an inquiry into such allegation of harassment. In addition, anti-discrimination laws prohibit workplace harassment against individuals in retaliation for filing an equal employment opportunity (EEO) complaint; testifying or participating in any way during an inquiry, proceeding, and/or lawsuit under these laws; or opposing employment practices they reasonably believe discriminate against individuals. All HUD employees must refrain from engaging in harassing behaviors and misconduct in the workplace. Violations of the law prohibiting discrimination and harassment or violations of this policy may result in disciplinary action, up to and including removal.

Workplace harassment is defined as any unwelcome or offensive treatment or conduct (verbal, physical, psychological, or visual) that a reasonable person would find intimidating, hostile, or abusive and that unreasonably interferes with and is detrimental to an employee's work performance, professional advancement, and mental and physical health; causes economic harm; or creates an intimidating, hostile, and offensive work environment. Prohibited harassing behavior and misconduct includes, but is not limited to, offensive jokes, slurs, epithets or name calling, undue attention, physical assaults or threats, unwelcome touching or contact, intimidation, bullying, ridicule or mockery, insults or put-downs, constant or unwelcome questions about an individual's identity, mistreatment on social media, and offensive objects or pictures.

Preventing workplace harassment is everyone's responsibility. Executives, managers, and supervisors must ensure that every reported incident of harassing behavior and misconduct is reviewed and responded to immediately and appropriately. HUD employees who experience or witness harassing behavior or misconduct are encouraged to immediately report the incident to their first-line manager/supervisor (unless their first-line manager/supervisor is the alleged perpetrator), an appropriate

management official, or the Office of Departmental Equal Employment Opportunity (ODEEO). Once the Department is aware of the claims of harassment, management will immediately conduct a prompt, thorough, and impartial inquiry into the claim(s).

HUD, to the greatest extent possible, will take every step to protect the confidentiality of individuals alleging harassment. Immediate and appropriate corrective action will be taken if it is determined that harassment has occurred. Employees who believe they have been harassed may also, and separately, initiate an EEO complaint with the Office of Departmental Equal Employment Opportunity by telephone at (202) 708-5921 or by email at EEO@HUD.gov.