

**U.S. Agency for International Development  
Policy Statement on  
Equal Employment Opportunity, Harassment, and Retaliation**

The U.S. Agency for International Development (USAID) strives to maintain a model culture and program for equal employment opportunity (EEO) that promotes diversity and inclusion (D&I) in the workplace. In accordance with USAID's core values, I am fully committed to the fundamental principles of EEO and D&I that underpin a workplace in which all employees are proud of their work; are encouraged to collaborate, innovate, and learn; are respected for their uniqueness; and are valued for their different perspectives. I urge each of you to share in that commitment, and to participate actively in our continuing efforts to ensure equality and fairness at USAID.

To achieve our mission, one that promotes and demonstrates democratic values abroad and advances a free, peaceful, and prosperous world, we must draw from the strength of a workforce that represents these American values. As such, we strictly prohibit discrimination, harassment, and retaliation in all employment-related decisions including recruitment, hiring, promotions, employee development, and retention. Further, all employees and applicants for employment will have the freedom to compete on a fair and level playing field.

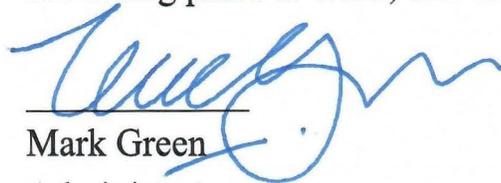
I continue to affirm USAID's commitment to an inclusive work environment that is free from discrimination, harassment, and retaliation for all employees and applicants for employment, regardless of race, color, national origin, sex (including pregnancy, gender identity, sexual orientation, or transgender status), age, religion, genetic information, physical or mental disability, marital status, veterans status, status as a parent, or political affiliation, and that prohibits retaliation for engaging in EEO activity.

Further, USAID has zero tolerance for sexual misconduct, including harassment, exploitation, or abuse of any kind among staff or implementing partners. The Administrator's Action Alliance for Preventing Sexual Misconduct works with the

Office of Civil Rights and Diversity (OCRD) to help prevent sexual misconduct and properly address allegations. Management officials must report allegations of harassment to OCRD within 24 hours. Employees, including managers, may be subject to corrective or disciplinary action if found to have engaged in sexual misconduct.

If you believe you have been subjected to discrimination, harassment, or retaliation, or to seek additional information about your rights and responsibilities, contact OCRD or an EEO Counselor within 45 days of the alleged discriminatory action at [ocrdmailbox@usaid.gov](mailto:ocrdmailbox@usaid.gov).

I look forward to your continued support in addressing and eliminating discriminatory or harassing behavior in the workplace. We must all integrate EEO and D&I into our daily actions, conduct, and decisions, regardless of employment status, hiring mechanism, or position. By working together, we make USAID a rewarding place to work, one that values respect, dignity, integrity, and teamwork.



Mark Green  
Administrator

OCT 10 2019

Date