National Credit Union Administration

Office of the Chairman

October 5, 2011

Annual Equal Employment Opportunity Policy Statement

The National Credit Union Administration (NCUA) supports and promotes the principles of equal employment opportunity in the workplace for all persons. It is the policy of NCUA to prohibit discrimination in employment because of race, color, religion, gender, national origin, mental and physical disability, age (40 years and over), in retaliation for prior involvement in EEO protected activity, sexual orientation, or parental status. This policy applies to employees, applicants and former employees; and it covers all agency employment programs, management practices and decisions.

As a federal agency, NCUA is also committed to maintaining a work environment that is free of retaliation and harassment. Managers and supervisors must continually monitor the workplace; taking swift and appropriate disciplinary action against individuals who engage in these behaviors and other incidents of unlawful discrimination. NCUA further supports the protections of individuals who exercise their rights under EEO antidiscrimination statutes.

As leaders, NCUA managers and supervisors are expected to take an active role in promoting and implementing the agency's EEO goals and objectives. It is the responsibility of NCUA management to ensure that all employees are afforded a fair and competitive employment process under merit system principles.

All NCUA employees are responsible for implementing the agency's EEO policy in their daily actions, conduct, and decisions. Each individual is expected to abide by the letter, intent, and spirit of the equal opportunity laws and policies. Achievement of the agency's equal opportunity objectives will enhance the agency's ability to accomplish its mission.

NCUA is committed to preventing unlawful discrimination in its employment policies, procedures, practices, and operations. This statement reaffirms the principles of equal employment opportunity and assures that EEO program requirements will be enforced.

Sincerely,

Debbie Matz

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