DEPARTMENT OF THE TREASURY
WASHINGTON, D.C.

SECRETARY OF THE TREASURY

December 22, 2015

MEMORANDUM FOR ALL TREASURY EMPLOYEES

FROM: Jacob J. Lew

SUBJECT: Equal Opportunity Policy and Whistleblower Protection Rights

As we approach a new year, I want to reaffirm my personal commitment to a workplace free of discrimination and any form of harassment. All managers and supervisors should not only foster such a workplace but should also ensure that employees and job applicants who do believe they have experienced discrimination or harassment—or have witnessed the violation of other laws—are able to exercise their rights to file an Equal Employment Opportunity (EEO) complaint or grievance or to engage in whistleblowing without fear of reprisal. Whistleblowing is the disclosure of information that an employee reasonably believes evidences a violation of any law, rule or regulation; fraud; waste; or abuse.

Discrimination based on race, color, religion, sex (including sexual orientation, gender identity, and pregnancy) national origin, age, disability, or protected genetic information is illegal and discrimination of any type will not be tolerated at Treasury. Treasury and I take all allegations of discrimination and harassment seriously, and I expect every Treasury employee to comply with EEO laws and policies. Moreover, these protections are not limited to existing Treasury employees; rather, they cover all management practices and decisions, including the recruitment and hiring of new employees.

Employees who believe they are experiencing unlawful discrimination or harassment or have evidence of a violation of the law should bring their concerns to the attention of their supervisor, a member of their management team, or to the appropriate EEO office. I want to stress that retaliation in any form against an employee who reports unlawful discrimination or harassment or who engages in whistleblowing is strictly prohibited.

I encourage each employee to review information on whistleblower protection at https://www.treasury.gov/services/report-fwa/Pages/whistblower-protection.aspx. Thank you for taking these important workplace rules seriously and thank you for the extremely high caliber of work you do every day in service to our country.