

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

As the new Comptroller of the Currency, I am pleased to affirm the Office of the Comptroller of the Currency's (OCC) commitment to the principles of equal employment opportunity (EEO) and diversity. I would also like to affirm that the agency is committed to ensuring that all OCC programs are free from discrimination. I am committed to a work environment that promotes equal opportunity for employees and job applicants, regardless of their race, color, sex, religion, national origin, age, disability, genetic information, sexual orientation, gender identity and expression, marital status, parental status, or pregnancy.

Attracting, developing, and retaining a highly competitive and diverse workforce remains an OCC priority. We have made substantial progress in this area, and we continue to ensure that the OCC's employment decisions are based on merit and comply with federal laws. The OCC provides reasonable accommodation to employees or job applicants who justify the accommodations based on their disabilities or religion.

When disputes involving matters of discrimination arise, you have the right to pursue allegations of discrimination through the [EEO complaint process](#) within 45 calendar days of the alleged discriminatory event's occurrence or awareness of the alleged discriminatory event. Under certain circumstances, if you are a bargaining unit employee, you may pursue allegations through the [negotiated grievance procedure](#) instead of the EEO complaint process. If you use these services or otherwise participate in them, you can do so with a sense of security and confidence. Harassment or reprisal of any kind is not tolerated at the OCC. You may report allegations of EEO-based harassment to the OCC's Discriminatory Harassment Hotline at (866) 387-8974. Detailed information is in [PPM-3100-32](#) (REV), "Addressing Workplace Harassment."

Recognizing that not all workplace disputes involve allegations of discrimination, the OCC offers you the option of utilizing the Alternative Dispute Resolution Program to help improve communications, repair working relationships, and rebuild trust. Contact the Office of Women and Minority Inclusion (OMWI) for such services as mediation and conflict facilitation.

Workplace disputes should be resolved promptly, appropriately, impartially, and at the lowest organizational level possible. I encourage everyone, particularly our managers, to consider constructive solutions for addressing workplace issues. The OMWI is available to assist and can be reached at (202) 874-5360 or TTY/TDD (202) 874-4887.

Thank you for your continued professionalism and respect and for contributing to a workplace free from discrimination and harassment.

_____/signed/
Thomas J. Curry
Comptroller of the Currency

June 21, 2012
[date]