



Department of the Treasury
Washington, DC

Secretary of the Treasury

June 23, 2011

MEMORANDUM FOR ALL TREASURY EMPLOYEES

FROM: Timothy F. Geithner //s//

SUBJECT: Equal Employment Opportunity and Diversity Policy

From promoting economic growth and financial stability to funding the government to processing Social Security payments, the Treasury Department's responsibilities touch the lives of all Americans. To do so fairly, we are committed to a work environment that promotes equal opportunity for everyone—employees, job applicants, and those that benefit from Treasury programs and activities—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.

Treasury has a zero tolerance standard for all types of discrimination and harassment in the workplace, including sexual harassment. We will continue to be vigilant in taking all allegations of discrimination, retaliation, and harassment seriously and we expect managers to respond to any reported concerns promptly and appropriately. All employees will continue to be held accountable for compliance with Equal Employment Opportunity laws and policies and for treating colleagues with respect, dignity, and professionalism.

Promoting equal opportunity at Treasury is first and foremost the right thing to do. Not only is it the law – it is a matter of fundamental fairness and equity that each individual is evaluated on the basis of merit.

In addition to equal opportunity for all, we must strive for a workforce that reflects the diversity of the people we serve. Numerous studies have demonstrated that you get better decisions and better results when a diversity of perspectives, backgrounds, and experiences are involved.

Accordingly, diversity and inclusion is a strategic imperative for the Department. It is not enough to simply refrain from discrimination; all Treasury employees share responsibility to proactively support a work environment that values diversity. We also hold Treasury managers and leaders accountable for fostering a more diverse and inclusive workforce. This expectation includes conducting broad outreach about available employment and business opportunities and involving a diverse range of individuals in personnel and business decisions.

We have made great strides in promoting diversity at Treasury, but we have more to do. Thank you for your continued support of this important objective and for all the valuable contributions you make each day.