



OFFICE OF THE SPECIAL INSPECTOR GENERAL


FOR THE TROUBLED ASSET RELIEF PROGRAM

1801 L STREET, NW

WASHINGTON, D.C. 20220

May 12, 2010

MEMORANDUM TO: All Employees and Detailees

FROM: Neil M. Barofsky 
Special Inspector General

SUBJECT: Equal Employment Opportunity and Discrimination
Policy Statement

In 2009, I issued the Special Inspector General for the Troubled Asset Relief Program's (SIGTARP) first Equal Employment Opportunity (EEO) and Discrimination policy statement affirming my commitment to sustaining a diverse workforce and maintaining a work environment that is free of discrimination.

The purpose of this message is to reaffirm my commitment to EEO and diversity by assuring that our workplace offers full and equal opportunity to all employees and applicants for employment, regardless of race, color, sex (including sexual harassment and equal pay/compensation), religion, national origin, age, disability (physical or mental), sexual orientation, protected genetic information, parental status or for participation in previous EEO activity.

In today's dynamic work environment, it is essential that we commit to these policies to preserve our ability to effectively deliver our mission. Each employee is responsible for maintaining a work environment that is free of discrimination. When any employee or applicant for employment is discriminated against, the work of this organization suffers, opportunities for achievement are lost, and the ability of our employees to reach their full potential is jeopardized.

SIGTARP follows the Department of the Treasury's policies related to EEO and unlawful discrimination against an employee or applicant for employment. SIGTARP has zero tolerance for discrimination or reprisal or retaliation based on opposing discrimination, participating in the discrimination complaint process, or reporting or assisting in an inquiry relating to allegations of discrimination. Unlawful harassment of an employee based on the employee's race, color, sex, religion, national origin, age, disability, sexual orientation, protected genetic information, parental status or participation in previous EEO activity also constitutes discrimination and is therefore prohibited. For more information, please see <http://home.do.treas.gov/hr/eoo/>.

We must eliminate all barriers to equal employment opportunity for employees and applicants for employment and further ensure that our recruitment and selection processes support the full consideration of talented individuals from groups that were not well represented in the past. All

supervisors and managers must ensure that employees receive equal opportunity to obtain the training needed to maintain core competencies and develop their full potential. Personnel actions must be based upon merit factors, without bias or prejudice.

All employees are accountable for complying with EEO laws and policies and ensuring that they treat their colleagues with respect, dignity, and professionalism. SIGTARP takes all allegations of discrimination, retaliation, and harassment seriously, and managers are expected to respond to any reported concerns promptly and appropriately. Any SIGTARP employee determined to have engaged in unlawful discriminatory practices, and any employee in a position of authority who fosters an environment that allows discriminatory practices, will be subject to appropriate disciplinary action.

Employees who believe they have been unlawfully discriminated against are encouraged to contact SIGTARP's EEO Program Manager, Josui Watson, at 202-622-4879.

Looking forward, I encourage all SIGTARP employees, applicants, and detailees to become personal leaders in promoting an inclusive work environment that embraces the talents and cultures of our employees and that is free from discrimination.