



# Equal Employment Opportunity Policy

**A**s Chair of the SEC, I am committed to attracting and maintaining a workforce that is diverse and inclusive, where everyone enjoys a sense of belonging and equality of employment opportunities.

Within the SEC, we must model supportive leadership while maintaining accountability for results. This includes working together to prevent unlawful discrimination and timely and effectively responding when actions do not align with the law and SEC core values. Please note:

1. Equal employment opportunity shall be available to all employees and applicants for employment, regardless of race, color, religion, sex (including pregnancy, gender identity, sexual orientation, and transgender status), national origin, age (40 or over), disability, genetic information, parental status, prior protected equal employment opportunity (EEO) activity, or any other non-merit factor.
2. Equal employment opportunity covers all personnel and employment programs, management practices, and decisions, including, but not limited to, recruitment, hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation.
3. All employees will have the freedom to compete on a fair and level playing field with equal opportunity for competition.
4. Workplace harassment will not be tolerated, and the SEC will correct the harassing conduct before it becomes severe or pervasive.
5. Reprisal against anyone who engages in protected activity will not be tolerated. The SEC supports the rights of all employees to exercise their rights under the civil rights statutes.

We can all contribute to making the SEC a model EEO employer by ensuring that discrimination, harassment, and retaliation are simply not tolerated. We must also seek resolution of workplace disputes at the earliest opportunity to preserve the collegial and respectful environment that we expect at the SEC. The SEC's [No FEAR Act Notice](#) and [Office of Equal Employment Opportunity \(OEEO\)](#) provide additional information.

I expect all employees to timely complete assigned EEO training and fully participate in investigations into allegations of discrimination, harassment and/or retaliation. You may use a reasonable amount of work time to do so. Management officials must participate in good faith in alternative dispute resolution efforts. Management also has a duty to report any harassment concern observed by them or raised to their attention.

If you believe you have been subjected to discrimination, harassment, or retaliation in violation of federal EEO laws or SEC policy, you must contact OEEO within 45 calendar days of the employment action you believe to be discriminatory to preserve your right to legal redress. You can reach OEEO by email at [OEEO@sec.gov](mailto:OEEO@sec.gov), telephone (202) 551-6040, or dial 711 for telecommunications relay services.

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October 19, 2023

DATE

A handwritten signature in blue ink, appearing to read "GG", with a horizontal line underneath it.

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GARY GENSLER