



MEMORANDUM

February 1, 2024

TO: All Employees, U.S. Consumer Product Safety Commission

FROM: Chair Alexander Hoehn-Saric

SUBJECT: Policy on Equal Employment Opportunity and Discrimination

The U.S. Consumer Product Safety Commission (CPSC) is fully committed to ensuring equal employment opportunities and a level playing field for all employees and applicants. We are also committed to complying with laws preventing and prohibiting unlawful discrimination in management decisions and personal practices, including, but not limited to, recruitment, hiring, merit promotion, reassignments, training and career development, appraisal and awards, benefits, and separation. Each employee plays a role in maintaining diversity, equity, and inclusion by complying with Equal Employment Opportunity (EEO) laws and principles, as well as demonstrating respect for others.

Unlawful employment practices that violate EEO laws and merit system principles will not be tolerated. CPSC employees and applicants are protected by federal laws, executive orders, and other authorities barring discrimination and harassment based on race, color, religion, national origin, sex (including pregnancy, sexual orientation, and gender identity), age (40 or older), disability (physical or mental), or genetic information, and they are protected from retaliation for participation in EEO activity or opposition to discrimination. All employees and applicants who believe they have been discriminated against can exercise their right to engage in protected EEO activity without fear of retaliation.

CPSC continually seeks to attract, develop, and retain a highly skilled workforce that delivers results. I am personally committed to ensuring a qualified agency workforce that represents our nation. I would like to underscore my pledge to advance the goals of diversity, equity, inclusion, and accessibility in all of our work and across the agency. It is important to me that CPSC is an environment where collaboration, innovation, flexibility, and fairness is present throughout the agency and all individuals can participate and contribute innovatively and enthusiastically.

We must all work together to demonstrate fairness, cooperation, and respect toward our colleagues and stakeholders. Each of us is responsible for creating an environment where we treat everyone with respect, dignity, and professionalism.

Questions and additional information on this policy may be directed to Brittany Woolfolk, Director, Office of EEO, Diversity and Inclusion, at (301) 504-7596.

Sincerely,

A handwritten signature in black ink, appearing to read "Alex D. Hoehn-Saric".

Alexander Hoehn-Saric
Chair, CPSC