



United States
Consumer Product Safety Commission

MEMORANDUM

February 26, 2025

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

FROM: Acting Chairman Peter Feldman

SUBJECT: Policy on Prevention of Harassment

As part of my commitment to the Consumer Product Safety Commission (CPSC) workforce, I want to emphasize my pledge to provide a work environment for our employees free from unlawful discrimination, including all forms of prohibited harassment.

Unlawful harassment is unwelcome conduct, based on race, color, religion, sex, national origin, age (beginning at age 40), disability, genetic information (including family medical history), pregnancy accommodation, or protected EEO activity, that unreasonably interferes with an individual's work performance or environments resulting in a tangible employment action, or is sufficiently severe or pervasive to alter the conditions of the employee's employment to create a hostile or abusive working environment. These types of workplace harassment violate federal law and will not be tolerated.

Harassing conduct may include, but is not limited to, hostile or demeaning remarks of a sexual nature, racial slurs, and inappropriate or unwanted touching. The conduct may further be defined as unwelcome verbal, written (including any electronic media), or physical contact. All employees have a responsibility to report promptly harassing behavior to someone in their supervisory chain, or the Office of EEO and Employee Engagement. CPSC management officials are charged with preventing, reporting, and promptly correcting any harassment incidents in the workplace.

CPSC has established procedures to investigate and respond to harassment allegations in a swift, fair, and confidential manner. Employees at all levels may bring relevant concerns to the EEO Director or the EEO Office at any time. Employees have the right to engage in protected EEO activity without fear of retaliation.

Questions and additional information on this policy may be directed at Brittany Woolfolk, Director, Office of Equal Employment Opportunity, at (301) 504-7596.

Sincerely,



Peter Feldman

Acting Chairman, CPSC