



THE CHAIRMAN

UNITED STATES
CONSUMER PRODUCT SAFETY COMMISSION
4330 EAST WEST HIGHWAY
BETHESDA, MD 20814

MEMORANDUM

January 29, 2016

TO : All CPSC Employees
FROM : Chairman Elliot F. Kaye
SUBJECT : CPSC Policy on Nondiscrimination in Employment

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. No one will be denied opportunities for any personnel actions including recruitment and hiring practices, appraisal and awards systems, promotions, training, and career development programs. CPSC employees and applicants for employment are protected by federal laws prohibiting discrimination based on race, color, religion, sex, age, national origin, mental or physical disability, genetic information, pregnancy, gender identity, and reprisal or retaliation for opposing discriminatory practices and/or participating in the discrimination complaint process.

Unlawful employment practices, including those prohibited personnel practices and workplace harassment based on sexual orientation, status as a parent, marital status, or political affiliation, are detrimental to the accomplishment of the CPSC's mission and to the morale of our workforce and will not be tolerated.

As CPSC seeks to continue to attract, develop, and retain a highly skilled workforce that delivers results, I am committed to ensuring a qualified agency workforce reflective of our nation's diversity and a workplace free of discrimination in which the requisite tools, training and support systems are available to aid employees in developing to their fullest potential. We all deserve the opportunity to reach our full potential.

Additionally I would like to underscore my commitment to diversity and inclusion. Workforce diversity includes, but is not limited to, race, sex, gender, color, national origin, religion, ethnicity, age, disability, sexual orientation, gender identity, family structure, socioeconomic status, education, veteran status, tenure, regional and geographic differences, life experiences, and world views. My goal is to provide an

environment in which collaboration, innovation, flexibility and fairness supports diversity and inclusion throughout the agency and all individuals are able to participate and contribute innovatively and enthusiastically. Each employee plays a role in maintaining diversity and inclusion by demonstrating respect for others, engaging other employees and acting with integrity.

You will see my commitment to diversity and inclusion reflected in our Employee Engagement efforts and strategic planning processes. Expect to hear me communicate with the workforce regularly on our efforts. I encourage each employee to consider joining these efforts by volunteering for an Employee Engagement Team.

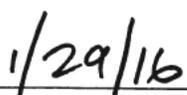
Employees at all levels are free to bring concerns they feel are relevant to the EEO Director or the EEO office at any time. No other employee or manager shall attempt to dissuade an employee from making such contacts or take any action against them for having done so. Such actions can have a chilling effect on the EEO process and are illegal. Any employee found to have done so shall be subject to disciplinary action.

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 every employee with inclusion, respect, dignity, and professionalism. This includes a collaborative effort to resolving employment problems at the lowest level possible.

Questions and additional information on this policy may be directed to Kathy Buttrey, Director, EEO and Minority Enterprise, at 301.504.7771.



Chairman Elliot F. Kaye



Date