



EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF THE UNITED STATES TRADE REPRESENTATIVE
WASHINGTON, D.C.

POLICY STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITY

As the United States Trade Representative, I am fully committed to equal employment opportunity (EEO) and the implementation of a strong program to promote employment and advancement opportunities without regard to race, sex (including gender identity), sexual orientation, religion, color, national origin, age, pregnancy, parental status, marital status, disability, and protected genetic information. Our policy is to provide equal employment and advancement to all of our employees and to all applicants recruited for our workforce.

The Office of the United States Trade Representative (USTR) prohibits unlawful discrimination in all aspects of its personnel policies, program practices and operations, working conditions, and relationships with employees and applicants, including, but not limited to, recruitment, hiring, merit promotion, transfer, reassignments, training, career development, benefits, and separation. We promote programs of inclusive recruitment and employment at all levels of USTR. Our goal is to build upon the diversity of our organization.

All levels of supervision within USTR must create and maintain a workplace that is free from illegal discrimination, sexual and workplace harassment, and other inappropriate conduct with the same zeal and leadership as other organizational responsibilities. We will promptly investigate allegations of harassment or inappropriate conduct toward an employee or a job applicant, and where allegations are substantiated, we will take appropriate action. Further, we will not tolerate reprisal against an employee who engages in protected activity by reporting illegal discrimination, sexual or workplace harassment or inappropriate conduct. USTR supports the rights of all employees to exercise their rights under applicable EEO statutes and regulations.

If you have an issue regarding EEO, sexual or illegal workplace harassment or other inappropriate conduct, contact EEO Director Clara Patterson at clara_m._patterson@oa.eop.gov or 202-395-7704 to obtain the name of an EEO counselor.

With your help and commitment, we can foster and maintain a model workplace based on inclusion where all employees and applicants are treated with dignity, trust, and respect. Together we can create an exemplary workplace community that delivers programs and services with equality and integrity.

I strongly promote equal opportunity in employment and the prevention of illegal discrimination throughout USTR. I look forward to working with each of you to ensure that we meet our goal of preventing and addressing discrimination in our workplace.

A handwritten signature in black ink that reads "Michael Froman". The signature is written in a cursive, flowing style.

Ambassador Michael B. G. Froman
United States Trade Representative

Date: August 21, 2014