We share the common mission of protecting investors, maintaining fair, orderly, and efficient markets, and facilitating capital formation. While our mission is at the core of what we do, the way we achieve success is through the commitment and expertise of SEC professionals, working together to make a positive impact on America’s economy, our capital markets, and people’s lives.

As Chair of the SEC, I am committed to attracting and maintaining a workforce that is diverse, inclusive, and fosters a sense of belonging, wherein everyone enjoys 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 to timely and effectively respond when actions do not align with our corporate values. Equal employment opportunity (EEO) laws protect all employees, applicants for employment, and former employees from discrimination on the basis of race, color, sex (which is not limited to conduct that is sexual in nature and includes pregnancy, gender identity, sexual orientation, and transgender status), age (40 and older), religion, national origin, disability, and genetic information. In addition, Executive Orders safeguard against employment discrimination based on status as a parent.

There should be no interference with the EEO process. The right of an individual to oppose discrimination and participate in EEO activity is foundational. Actions that deter individuals from engaging in the process or punish individuals who engage in EEO activity are prohibited. 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 to resolve workplace disputes at the earliest opportunity to preserve the collegial and respectful environment that we expect at the SEC.

All employees must fully participate in investigations into allegations of discrimination, harassment and/or retaliation and may use a reasonable amount of work time to do so. Managers and supervisors must also participate in the alternative dispute resolution program for resolving EEO allegations, Conflict2Resolution (C2R), when the use of C2R is approved by the EEO Director or Deputy Director.

If you believe you have been subjected to discrimination, harassment, or retaliation in violation of federal EEO laws or SEC policy, please contact the Office of Equal Employment Opportunity (OEO) within 45 calendar days of the employment action you believe to be discriminatory, harassing, or retaliatory to preserve your right to legal redress. You can reach OEO by email at OEO@sec.gov, telephone (202) 551-6040, or in person (SPIII, Suite 2900) to allege discrimination and/or obtain additional information regarding your EEO rights and responsibilities. TTY users should call the Federal Relay Service at (800) 877-8339 to be connected with OEO. The SEC’s No FEAR Act notice and The Exchange provide additional information.

Thank you for your continuing efforts to make the promise of equal employment opportunity a reality.

August 18, 2022

DATE

GARY GENSLER