



FEDERAL RETIREMENT THRIFT INVESTMENT BOARD
77 K Street, NE Washington, DC 20002

November 30, 2017

MEMORANDUM FOR ALL FRTIB EMPLOYEES

FROM: RAVINDRA DEO
EXECUTIVE DIRECTOR *Ravindra Deo*

SUBJECT: Equal Employment Opportunity (EEO) Policy Statement

As Executive Director, I am firmly committed to maintaining a work environment where equal access to employment opportunities are assured to all FRTIB employees and job applicants. FRTIB does not tolerate discrimination based on race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability, or genetic information. In addition, FRTIB does not tolerate retaliation for opposing or exposing discriminatory practices, requesting accommodations or participating in the EEO process.

All employees and job applicants have the right to work or advance on the basis of merit, free from discrimination. EEO covers all personnel/employment programs, management practices and decisions including, but not limited to, recruitment/hiring, merit promotion, transfers, reassignments, training and career development, benefits, and separation.

The FRTIB supports the rights of all employees to seek redress through the EEO process as established under civil rights statutes. Individuals who perceive they are being subjected to discrimination should report the matter to an appropriate official within 45 calendar days of the date of the alleged discriminatory event. Procedures for reporting and processing discrimination complaints are set forth in FRTIB EEO Policy and Procedures and Equal Employment Opportunity Commission Management Directives.

All FRTIB employees are expected to help promote a work environment that is free from discrimination, is supportive of every employee, and allows all employees to reach their full potential.

Please do not hesitate to contact Angela James, EEO Manager, at 202.864.8517 or angela.james@tsp.gov, if you have any questions or require further information regarding equal employment opportunity matters.