

MEMORANDUM

Date: April 24, 2026

To: All Appraisal Subcommittee Employees

From: Frederick Grierer, Acting Executive Director

Subject: Equal Employment Opportunity Policy Statement

Equal employment opportunity (EEO) policies require an organization to proactively afford both existing employees and applicants with an equal employment opportunity. Each of us has a fundamental responsibility for ensuring that the Appraisal Subcommittee (ASC) is a model employer by adhering to EEO laws. Together, these efforts contribute to a sense of belonging and create a more effective and more productive organization.

All ASC employees must follow EEO laws, regulations, and policies in their daily conduct and business practices. Likewise, supervisors must continually monitor the work environment to ensure it remains free of unlawful employment discrimination in all management practices and decisions. All employees will have the freedom to compete on a fair and level playing field. The ASC ensures that EEO covers all personnel and employment programs, management practices, and decisions, including, but not limited to, recruitment, hiring, merit promotions, transfers, reassignments, training and career development, benefits, and separations.

Both ASC employees and applicants for employment are protected by federal laws designed to safeguard from discrimination on the basis of race, color, religion, sex, national origin, older age (beginning at age 40), disability, genetic information (including family medical history), marital status, parental status, political affiliation, military service, union activities, protected equal employment opportunity (EEO) activity, or whistleblower activity. Discrimination or harassment on these bases is prohibited by law. The Pregnant Workers Fairness Act requires agencies to provide reasonable accommodations to employees' known limitations related to pregnancy, childbirth, or related medical conditions unless such an accommodation would pose an undue hardship to the agency.

The ASC does not tolerate reprisal against an individual who engages in a protected activity, such as reporting discrimination or harassment, participating in the EEO process, whistleblowing, or exercising any appeal right provided by law. Further, the ASC prohibits and will not tolerate workplace harassment. Upon learning of an incident that violates the ASC's EEO policy, the ASC will take prompt action.

ASC employees and applicants who believe they have been subjected to discrimination, harassment¹, or retaliation should contact the ASC's EEO Intake at FederalAgencyEEOContact@usps.gov within 45 days of the employment action or event they

¹ Please see ASC's [Harassment-Free Workplace Policy Statement](#) for more details.

believe is discriminatory. Individuals may, as appropriate, additionally contact the Office of Special Counsel at 202-804-7000 or the Merit Systems Protection Board at 202-653-7200.

All ASC supervisors must both ensure lawful employment practices and act appropriately to prevent retaliation against employees who report harassment. Supervisors must additionally take immediate and corrective action when workplace practices contrary to law and policy occur, and they must report any instance of harassing conduct or report of harassment within three business days by contacting the ASC EEO Director, Regeane Frederique, at eeo@asc.gov.

In short, we all deserve to work in an environment in which we are treated fairly and with respect and civility, and where we can participate fully in all benefits of employment, including recruitment, hiring, compensation, appraisals, awards, training, promotions, and career development programs.

As Acting Executive Director, I reaffirm the agency's commitment to a workplace free of discrimination, harassment, and retaliation. Please be safe, be fair, and be kind in all that you do!