

Louis DeJoy  
POSTMASTER GENERAL, CEO



May 1, 2024

### Equal Employment Opportunity Policy Statement

The United States Postal Service® (Postal Service™) is committed to equality of opportunity in every aspect of employment. Equal employment opportunity (EEO) is not only a legal requirement under our nation's laws, but also a business imperative to support our organization's strategic mission of delivering to every household and business in America. EEO covers all personnel/employment programs, management practices, and decisions including, but not limited to, recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation.

It is the policy of the Postal Service that all employees and applicants for employment be afforded the freedom to compete on a fair and level playing field in all aspects of employment without regard to race, color, sex (including pregnancy, sexual orientation, and gender identity, including transgender status), national origin, religion, age (40 or over), genetic information, disability, or retaliation for prior EEO activity. It is also the policy of the Postal Service to provide EEO without regard to marital status, status as a parent, and past, present, or future military service. The Postal Service prohibits discrimination or harassment based on any of these categories and is committed to correcting harassment before it becomes severe or pervasive.

Postal Service employees who believe that they have been subjected to discrimination, harassment, or retaliation should contact the Postal Service Equal Employment Opportunity Office through the online Postal Service EEO efile application at <https://efile.usps.com> or by writing to: NEEISO–EEO Contact Center, Post Office Box 21979, Tampa, FL 33622-1979, within 45 calendar days of the alleged discriminatory action, or in the case of a personnel action, within 45 calendar days of the effective date of the action.

The Postal Service supports the rights of all employees and applicants to exercise their rights under the civil rights statutes and does not tolerate harassment or retaliation against individuals for engaging in protected activity (e.g., reprisal for previous EEO or Uniformed Services Employment and Reemployment Rights Act (USERRA) activity is not tolerated).

The Postal Service is committed to remedying workplace conduct that is contrary to this policy. Employees found to have taken actions that violate this policy, including in retaliation against anyone for engaging in protected activity, will be subject to corrective action up to and including removal.

All of us share in the responsibility for successfully incorporating the Postal Service's policy on EEO in every aspect of our duties and complying with this country's EEO laws, and the Postal Service supports the rights of all employees to exercise their rights under the civil rights statutes.

A handwritten signature in blue ink, appearing to read "Louis DeJoy", written over a faint circular stamp.

Louis DeJoy

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