

Memorandum

TO : All Employees DATE: January 7, 2015

FROM : Chairman

SUBJECT : 2015 Equal Employment Opportunity Policy Statement

The Federal Maritime Commission (FMC) is fully committed to maintaining a work environment that is free of discrimination. We will ensure equal employment opportunity (EEO) and the implementation of a strong program to promote employment and advancement opportunities without regard to race, sex (including pregnancy and gender identity), or protected activity, sexual orientation, religion, color, national origin, age, disability, genetic information, and equal compensation.

As Chairman, I fully embrace the principles of diversity and inclusion in the recruitment, development and retention of a workforce that is reflective of our nation's society. We understand that in order to meet and exceed our goals as an agency, we must strive to cultivate and sustain a culture where all employees are valued and respected for who they are and the capabilities they bring to the mission of the agency. Collectively we must ensure that all of our employees are provided the same opportunities for training, career development programs, and recognition for their outstanding performance.

The FMC has and will continue to enforce a zero tolerance of discrimination in the workplace. Employees who believe they have been discriminated against should immediately contact the FMC Office of Equal Employment Opportunity for information and guidance about the EEO process. Violations of the law prohibiting unlawful discrimination practices will result in appropriate disciplinary actions against offenders, up to and including dismissal.

For any disputes that arise, we will strive to resolve them through the use of alternative dispute resolution. We believe this process provides employees a fair and impartial approach, without fear of reprisal, to effectively address disputes while preserving relationships between all parties involved.

We all must commit to pursuing and promoting a diverse and inclusive workforce free from discrimination. As your Chairman you have my pledge that I will exercise everything within my authority to advance equal employment opportunity at the FMC.

Mario Cordero
Chairman