

Memorandum

TO : All Employees

DATE : March 21, 2014

SUBJECT : 2014 Equal Employment Opportunity Policy Statement

As Chairman of the Federal Maritime Commission, I am fully committed to ensuring that all Commission employees are aware of and support equal employment opportunity laws, regulations, rules, policies, and procedures. FMC managers, supervisors, as well as all employees are reminded of their responsibility to identify and eliminate any barriers to equal employment opportunities in the workplace. It is incumbent upon every employee of the Commission to ensure that the FMC creates a work environment that is free from discrimination and harassment. This helps attract, develop, and retain outstanding employees, while motivating and inspiring employee loyalty and enhance morale.

I am personally committed to equal employment opportunities for all employees and applicants for employment regardless of race, gender, sexual orientation, religion, color, national origin, age, disability, prior protected activity, parental status, marital status, and protected genetic information.

If an employee believes that he or she has been discriminated against on the basis of race, gender, sexual orientation, religion, color, national origin, age, disability, prior protected activity, parental status, marital status, and protected genetic information, or in retaliation for opposing discriminatory practices and/or participating in the discrimination complaint process, please take the time to review Commission Order 52 located on the Commission's intranet and contact the FMC's Office of Equal Employment Opportunity.

Through the direction of the Office of Equal Employment Opportunity, every effort will be made to resolve complaints in a fair and timely manner. I strongly support the use of alternative dispute resolution (ADR). ADR provides an avenue to resolve workplace disputes in-house and promotes preserving relationships between parties.

I appreciate your continued dedication to fulfilling the Commission's mission and I thank you for your service to our Nation.

Chairman Cordero