



FEDERAL MARITIME COMMISSION

800 North Capitol Street
Washington, DC 20573-0001

December 3, 2015

MEMORANDUM

FOR: All FMC Employees

SUBJECT: Equal Employment Opportunity (EEO) and Diversity Policy

The Federal Maritime Commission (FMC) reaffirms its commitment to ensuring equal opportunity in employment and applications for employment regardless of race, color, religion, sex (including pregnancy and gender stereotyping), national origin, age, disability (physical and/or mental), genetic information, and/or opposing discrimination or participating in the EEO process.

We must ensure there are no barriers to equal opportunity at any level of the workforce. All managers and supervisors are urged to reflect on employment policies and practices and ensure that employees and applicants are treated fairly regarding hiring, training and career development, assignments, promotions, and other benefits and privileges of employment.

FMC shall foster an inclusive workplace that reflects America's diversity and supports the requirements of Executive Order 13583, "Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce." When an organization respects, appreciates, and values employees' individual identities and perspectives, diversity becomes an organizational strength that contributes to mission success.

We must also increase our efforts to recruit, hire, and retain individuals with disabilities, including individuals with targeted disabilities, consistent with the requirements of Executive Order 13548, "Increasing Federal Employment of Individuals with Disabilities." It is estimated that the unemployment rate of individuals with disabilities is over 87% higher than the rate for those with no disability, which indicates we are missing prime opportunities to hire talented individuals from this group that can contribute to achieving our mission.

The Office of Equal Employment Opportunity (OEEO) is available to advise all FMC personnel on the best practices to achieve a diverse workforce. For more information, please contact OEEO at (202) 523-5859/5806 or eeo@fmc.gov.

Mario Cordero
Chairman