



Federal Permitting Improvement Steering Council
1800 M Street, NW, Suite 6006 | Washington, D.C. 20036

Permitting Council EEO Policy Statement

Employees at the Permitting Council have the opportunity to work across infrastructure sectors, on projects located throughout the United States and as such, we have unique visibility into diverse communities and must acknowledge the inequities that persist in our country and take steps to address them where we can. That includes building a workforce that is representative of the public that we serve and providing a safe and productive environment for our employees to thrive.

The Permitting Council promotes Equal Employment Opportunity (EEO), diversity, equity, inclusion, and accessibility to encourage a work environment that capitalizes on the diversity and professionalism of our workforce. I will not tolerate discriminatory, harassing, bullying or threatening behavior at the Permitting Council.

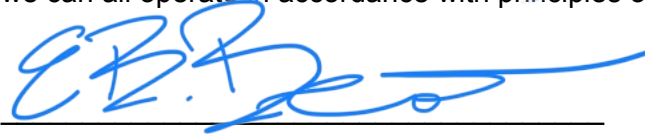
At the Permitting Council, we make employment decisions based on equal employment opportunity for all employees and applicants for employment, regardless of their race, religion, color, sex (including pregnancy, gender identity and sexual orientation), national origin, age, genetic information, disability, retaliation, or any other status protected by federal laws and regulations. Accordingly, these protections extend to all management practices and decisions, including, but not limited to, recruitment and hiring practices, transfers, reassignments, benefits, separations, appraisal systems, merit promotions, training and career development programs. All employees will have the freedom to compete on a fair and level playing field with equal opportunity for competition.

To this end, in accordance with the anti-discrimination statutes, such as Title VII of the Civil Rights Act of 1964, as amended, ("Title VII") and the Rehabilitation Act of 1973, and Equal Employment Opportunity Commission guidance, the Permitting Council promotes an environment free of discrimination and any form of harassment, where all employees may work without fear of reprisal; where all employees and applicants with qualified disabilities and targeted disabilities receive reasonable accommodations, so they can be successful at their work; and where all employees are recognized for their individual performance and contributions to the Permitting Council.

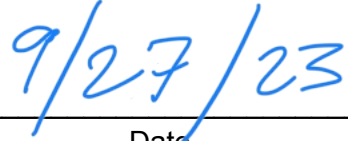
All employees and applicants must be able to exercise their right to elect the EEO process, to oppose discriminatory practices, and to engage in whistleblowing or exercise any other right provided by law, without fear of retaliation. The Permitting Council leverages the General Services Administration's EEO services. Any claims should be initiated by contacting an EEO

counselor/official at eeo@gsa.gov within 45 days of the alleged harassment or discrimination. Additionally, employees may report allegations of reprisal for whistleblowing to the Office of Special Counsel at <https://osc.gov/> or 1-800-872-9855.

I am committed to providing a safe and productive workplace, free from discrimination, in which we can all operate in accordance with principles of equity and fairness.



Executive Director



Date