Equal Employment Opportunity (EEO) Policy Statement

At the Export-Import Bank of the United States (EXIM), we are committed to maintaining a workplace where all employees and applicants are treated with dignity, fairness, professionalism, and respect. EXIM is dedicated to ensuring equal employment opportunity and fostering a work environment free from discrimination, harassment, and retaliation. EXIM prohibits discrimination in employment based on race, color, religion, sex (including pregnancy, sexual orientation, gender identity, and transgender status), national origin, age (40 and over), disability, genetic information, or reprisal for participation in protected EEO activity. This commitment applies to all personnel actions, including recruitment, hiring, promotions, awards, training, career development, benefits, disciplinary actions, and separation from employment.

Consistent with Title VII of the Civil Rights Act of 1964, the Equal Pay Act, the Age Discrimination in Employment Act, the Rehabilitation Act of 1973, the Genetic Information Nondiscrimination Act, the No FEAR Act, and other applicable federal laws and regulations, EXIM will take proactive measures to ensure equal opportunity for all employees and applicants.

EXIM maintains a zero-tolerance policy regarding harassment. Harassment based on any protected characteristic, as well as any conduct that creates an intimidating, hostile, or offensive work environment, is strictly prohibited. Employees and supervisors are expected to conduct themselves in a professional manner and to promote a workplace culture grounded in mutual respect.

Retaliation against any individual who reports discrimination or harassment, participates in an EEO matter, requests reasonable accommodation, serves as a witness, or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

All managers and supervisors are responsible for fostering a workplace free from discrimination, harassment, and retaliation and for taking prompt and appropriate action when concerns are raised.

Any employee or applicant who believes they have been subjected to discrimination may contact the Office of Equal Employment Opportunity (OEEO) within forty-five (45) calendar days of the alleged discriminatory action or personnel action.

To initiate the EEO complaint process or obtain information regarding EEO rights and responsibilities, contact:

Office of Equal Employment Opportunity (OEEO) OEEO@exim.gov

Together, we share responsibility for maintaining a workplace that reflects EXIM's commitment to fairness, integrity, accountability, and equal opportunity for all.

