



Pension Benefit Guaranty Corporation  
1200 K Street, N.W., Washington, D.C. 20005-4026

Office of the Director

September 19, 2012

**TO: All PBGC Staff**

**FROM: Josh Gotbaum**  
**Director**

**SUBJECT: Equal Employment Opportunity Policy Statement**

The Pension Benefit Guaranty Corporation (PBGC) currently guarantees payment of basic pension benefits earned by more than 44 million Americans in nearly 29,000 plans. For the PBGC to do its job well, we must continue to strive for inclusion, cooperation, and respect for the talents that a diverse workforce can bring to any successful venture.

**PBGC is committed to ensuring that its employees and applicants for employment are treated equitably in an environment that is free from discrimination based on race, color, national origin, religion, sex (including pregnancy), age, disability (mental and physical), genetic information, parental status, marital status, or sexual orientation and free from reprisal for engaging in protected activities. PBGC will also not tolerate the creation of a hostile work environment and will address reported workplace harassment.**

**If you believe you may have been subjected to discrimination or retaliation, you should contact PBGC's Office of Equal Employment Opportunity and Diversity at ext. 4363 or email [eeo@pbgc.gov](mailto:eeo@pbgc.gov) immediately. Employees should immediately report allegations of harassment to PBGC's Office of Equal Employment Opportunity and Diversity (OEEOD), the Human Resources Department, their immediate supervisor or another management official. OEEOD offers a confidential and neutral early intervention process to address concerns without your having to initiate the EEO complaint process. If, however, you decide to initiate the EEO complaint process, you must do so within 45 calendar days of the incident or the date you became aware of the incident.**

In our work processes, PBGC will create avenues for full participation to enable excellence and innovation that is realized through collaboration of diverse ideas, experiences, and perspectives. By working together to promote the principles of equal opportunity, we will ensure that all employees and applicants for employment have an opportunity to succeed and contribute to PBGC's mission of protecting America's retirement security.