



DEPARTMENT OF THE TREASURY
UNITED STATES MINT
WASHINGTON, D.C. 20220

March 24, 2016

DEPUTY DIRECTOR

MEMORANDUM FOR ALL UNITED STATES MINT EMPLOYEES

FROM: Rhett Jeppson 
Principal Deputy Director

SUBJECT: Equal Employment Opportunity, Anti-Harassment, and Diversity Policy
Statement

As the Principal Deputy Director of the United States Mint, I am committed to enforcing a zero-tolerance policy for any form of discrimination. Further, I support the Department of the Treasury's zero-tolerance standard for all types of discrimination and harassment in the workplace, including sexual harassment. Discrimination in any form is illegal and will not be tolerated at the United States Mint. Every employee is reminded of his or her responsibility to fully cooperate within the equal employment opportunity (EEO) process and to comply with EEO laws and policies to prevent discrimination, harassment, and reprisal. Additionally, the role of the EEO process is to seek early and reasonable resolution at the lowest possible level. Each of us has a role in maintaining an environment of equal opportunity and must take personal responsibility for adhering to the principles that guarantee equal opportunity for all.

We are committed to providing and maintaining a work environment that is free from all forms of discrimination. It has been, and will continue to be, the United States Mint's policy and intent to ensure EEO for its employees and applicants without regard to race, color, religion, sex, national origin, age (40 years of age and over), physical or mental disability, sexual orientation, parental status, protected genetic information, pregnancy, equal pay, or reprisal for participating in the EEO process. This policy covers all persons and every facet of employment, including, but not limited to, recruitment and hiring, promotions, training, career development, and working conditions.

Further, the United States Mint is committed to maintaining a diverse, high-quality work environment in which each person contributes to the maximum of his or her ability. Our people are our greatest asset. To enhance diversity of the workforce, we will continue to implement strategies focused on recruiting, hiring, advancing, and retaining individuals from all sectors of our population, including women, minorities, veterans, and individuals with disabilities including targeted disabilities.

The United States Mint continually strives to ensure that our workforce reflects the nation's diversity, and is an employer where individual differences are valued and contribute to the overall mission of the organization. Any actions that create a hostile, intimidating, or offensive environment, including racial or sexual epithets, foul language, unwanted sexual flirtations, ethnic jokes, derogatory statements, posters, drawings, slurs, or improper touching will not be tolerated in our respectful workforce. It is important that we continue to foster a culture of inclusion and respect at the United States Mint.

Managers, supervisors, and employees must work together to reflect our commitment to EEO. This is a sound management practice which ensures that the best and the brightest individuals are on the United States Mint team and reflect the diversity of our nation.

With your support and engagement, we can ensure workforce diversity and equal opportunity are two of our greatest strengths.