



MEMORANDUM

February 26, 2025

TO: All Employees, U.S. Consumer Product Safety Commission

FROM: Acting Chairman Peter Feldman

SUBJECT: Policy on Equal Employment Opportunity and Discrimination

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The U.S. Consumer Product Safety Commission (CPSC) is fully committed to ensuring equal employment opportunities and a level playing field for all employees and applicants. We are also committed to complying with laws preventing and prohibiting unlawful discrimination in management decisions and personnel practices, including, but not limited to, recruitment, hiring, merit promotion, reassignments, training and career development, appraisal and awards, benefits, and separation. Each employee plays a role in fostering a rewarding and respectful workplace by complying with Equal Employment Opportunity (EEO) laws and principles and treating others with dignity and fairness.

Unlawful employment practices that violate EEO laws and merit system principles will not be tolerated. CPSC employees and applicants are protected by federal laws, executive orders, and other authorities barring discrimination and harassment based on race, color, religion, national origin, sex, age (40 or older), pregnancy accommodation, disability (physical or mental), or genetic information, and they are protected from retaliation for participation in EEO activity or opposition to discrimination. The Pregnant Workers Fairness Act (PWFA) requires agencies to provide reasonable accommodation to employees' known limitations related to pregnancy, childbirth, or related medical conditions unless such accommodation pose an undue hardship to the agency. All employees and applicants who believe they have been discriminated against can exercise their right to engage in protected EEO activity without fear of retaliation.

CPSC continually seeks to attract, develop, and retain a highly skilled workforce that delivers results. I am personally committed to ensuring a qualified agency workforce that represents our nation. It is important to me that CPSC is an environment where collaboration, innovation, flexibility, and fairness is present throughout the agency and all individuals can participate and contribute innovatively and enthusiastically.

We must all work together to demonstrate fairness, cooperation, and respect toward our colleagues and stakeholders. Each of us is responsible for creating an environment where we treat everyone with respect, dignity, and professionalism.

Questions and additional information on this policy may be directed at Brittany Woolfolk, Director, Office of Equal Employment Opportunity, at (301) 504-7596.

Sincerely,

Peter Feldman

Acting Chairman, CPSC