

# U.S. COMMISSION OF FINE ARTS

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## Equal Employment Opportunity and Diversity, Equity, Inclusion and Accessibility (DEIA) Policy Statement

Equal Employment Opportunity (EEO) covers all personnel/employment programs, management practices, and decisions, including, but not limited to, recruitment, hiring, merit promotions, transfers, reassignments, training and career development, benefits, separations, and working conditions. The Commission of Fine Arts (CFA) core values are to treat everyone with dignity and respect and ensure that the environment is free from discrimination and reprisal.

A primary goal of CFA is to achieve organizational excellence. Ensuring that everyone has an equal opportunity to participate, contribute, and advance is necessary to achieve this goal. It is the responsibility of each manager and supervisor to promote and ensure equal opportunity and inclusion in the workplace. You have my assurance that all employees will have the freedom to compete on a fair and level playing field. In addition, I expect every employee to monitor their conduct and behavior and act in conformance with applicable laws and agency policy, including maintaining an environment that includes everyone, thus excluding no one.

As Secretary, I will demonstrate behavior that encourages contributions, reaffirms this policy, and underscores that CFA will not condone discrimination based on: race, religion, age, national origin, color, sex (pregnancy, gender identity, sexual orientation), disability, parental status, genetic information, and retaliation.

This zero-tolerance policy includes an absolute prohibition against participating in discrimination or reprisal of any kind and protects an employees' right to raise concerns of unlawful employment practices. In addition, I will ensure that we have the tools and resources to implement the processes necessary to achieve a Model EEO Program. CFA will appropriately incorporate the recent Executive Orders 13985, 13988, 14008, 14020, 14031, 14035, 14041, and 14045 covering various aspects of diversity and inclusion into all our practices and policies.

Employees or applicants for positions within CFA who believe that they have been subjected to discrimination should, without fear of reprisal, contact Rhonda Owens in the BSEE Equal Employment Opportunity Division at [Rhonda.Owens@bsee.gov](mailto:Rhonda.Owens@bsee.gov) or [EEO-Update@bsee.gov](mailto:EEO-Update@bsee.gov).

Additionally, employees subjected to unwelcome conduct, verbal or physical, including intimidation, ridicule, insult, comments, or physical conduct, should report harassing conduct of which they are aware or witness in the work environment to the supervisor of the employee engaging in the misconduct; another supervisor or management official; or the Office of the Inspector General (OIG) when:

1. the behavior can reasonably be considered to adversely affect the work environment;  
or
2. an employment decision affecting the employee is based upon the employee's acceptance or rejection of such conduct.

Lastly, we at the CFA are committed to maintaining a diverse and inclusive workforce that adheres to high standards of integrity and is accountable, competent, and engaged with the CFA mission. We want to empower our workforce through increased employee engagement, training, and professional development opportunities.

If you have any questions, please contact Anna M. Brown, Senior Administration/Policy Advisor at (202) 489-8940.

This Policy was adopted on April 8, 2022.



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Thomas E. Luebke, FAIA  
Secretary, U.S. Commission of Fine Arts