



UNITED STATES COMMISSION
FOR THE PRESERVATION OF AMERICA'S HERITAGE ABROAD

Annual Statement on Equal Employment Opportunity
Effective Date: 12-01-2023

The U.S. Commission for the Preservation of America's Heritage Abroad (PAHA) is committed to the principles of Equal Employment Opportunity (EEO) for all employees and applicants for employment. PAHA prohibits discrimination on all protected bases including race, religion, color, sex (pregnancy, gender identity and sexual orientation), national origin, age, genetic information, disability, or retaliation (or reprisal) for participation in protected activity. Accordingly, all employees will have the freedom to compete on a fair and level playing field with equal opportunity for competition.

Equal employment opportunity covers all personnel/employment programs, management practices and decisions, including, but not limited to recruitment, hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation.

PAHA prohibits and does not tolerate workplace harassment or reprisal against anyone who engages in protected activity. Managers and supervisors must continually monitor the workplace to ensure that discrimination, sexual or non-sexual harassment, and intimidation does not occur. Prompt action must be taken to correct inappropriate behavior in accordance with Agency policy. This policy must be posted in our workplaces to ensure that all employees and the public are aware of PAHA's commitment to EEO.

If you believe that you have been discriminated against, based on one or more of the above-mentioned protected categories, contact the EEO Director at 202-254-3824 within 45-days of the alleged discriminatory action or incident.

I look forward to your continued support in addressing and eliminating discriminatory behavior in the workplace.

A handwritten signature in cursive script that reads "Star Jones".

Star Jones, Chair