



**THE ADMINISTRATOR**  
WASHINGTON, D.C. 20460

June 15, 2025

**MEMORANDUM**

**SUBJECT:** 2025 Equal Employment Opportunity Policy Statement

**FROM:** Lee M. Zeldin 

**TO:** All EPA Employees

The U.S. Environmental Protection Agency is committed to a workplace free of discrimination so that all employees and applicants have the freedom to compete on an equal playing field. To fully meet our mission to protect public health and the environment, we must ensure equal employment opportunity. Therefore, as Administrator, I issue this policy statement to reaffirm the agency's commitment to the principles of EEO in all EPA facilities.

EPA will not tolerate discrimination based on race, color, religion, sex, national origin, disability, age, genetic information, status as a parent, marital status, political affiliation or reprisal/retaliation for engaging in EEO activity. Discrimination includes harassment – sexual or nonsexual – of an employee or applicant for employment based on one's EEO protected status. With respect to reprisal, EPA will not tolerate acts of retaliation against an employee who engages in protected EEO activity.

The agency must make employment decisions in accordance with merit-system principles contained in 5 U.S.C. §2301. Employment decisions include, but are not limited to, recruitments, hirings, promotions, performance assessments, awards and benefits. Furthermore, consistent with EEO obligations, EPA has a duty to provide reasonable accommodations to qualified individuals with a disability.

The Office of Civil Rights ensures compliance with federal nondiscrimination laws, regulations and executive orders. If you wish to enter the EEO process, you must do so within 45 calendar days of the date of an alleged act of discrimination with a few limited exceptions by contacting the Office of Civil Rights. In the regional offices, you also can contact your Equal Employment Opportunity Officer.<sup>1</sup>

In closing, EPA recognizes that commitment to EEO principles provides a workplace that strengthens employee dedication to the agency's mission to protect human health and the environment.

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<sup>1</sup> Further, bargaining unit employees may have the right to challenge employment discrimination by filing a grievance.