THE ADMINISTRATOR
WASHINGTON, D.C. 20460

July 27, 2026

MEMORANDUM

SUBJECT: 2026 Anti-Harassment Policy

FROM: Lee M. Zeldin

TO: All EPA Employees

The U.S. Environmental Protection Agency seeks to attract and retain skilled employees dedicated to its mission to protect human health and the environment. As a model employer, EPA will not tolerate workplace harassment.

As Administrator, I want to reaffirm the importance of our anti-harassment policy. In the employment context, harassment includes any inappropriate, unwelcome conduct (verbal or physical) which reasonably could be considered to adversely affect the work environment.

Harassment against an EPA employee based on the following: race, color, religion, sex, national origin, age, disability, genetic information, pregnancy, childbirth or related medical conditions, parental status, marital status or political affiliation is prohibited by law and/or EPA policy. Moreover, it is retaliatory harassment to harass an employee because they engaged in protected activity.

Protected activity includes opposing discrimination, including harassment, on any of the aforementioned bases or participating in a process addressing discrimination, including harassment, on any of those bases. EPA also does not tolerate threatening, intimidating or bullying agency employees.

The Office of Civil Rights and Adjudication manages one of two EPA processes to combat harassment. Any employee or applicant for employment may use the Equal Employment Opportunity discrimination complaint process to file a complaint of harassment based on membership in a protected class.

An affected person seeking to invoke the EEO process must do so within 45 calendar days of an alleged incident of harassment. Program office employees can enter the EEO process by contacting OCRA; region employees can contact their Equal Employment Opportunity Officer or OCRA.

The Office of Finance and Administration, Office of the Chief Human Capital Officer, Workforce Integrity Division manages the second process to combat harassment. EPA Order 4711, "Procedure for Addressing Allegations of Workplace Harassment," is an administrative measure EPA uses to prevent and address harassment and other inappropriate behavior in the workplace.

Applicable to all EPA employees and applicants for employment, the 4711 process requires the agency to conduct a prompt, thorough and impartial investigation of harassment allegations. Further, EPA will begin investigations of harassment within 10 calendar days of agency notice of harassment allegations.

If the agency determines harassment has occurred, EPA will undertake immediate and appropriate corrective action. Employees seeking to engage in the 4711 process can contact the region or program office Labor and Employee Relations point of contact.

All employees must cooperate with EPA investigations into alleged harassment. I want to assure you that EPA keeps the identity and statements of individuals who report harassment, witnesses and harassers confidential to the extent possible by law.

In conclusion, we must work together to foster a harassment-free workplace to meet our mission to protect human health and the environment. Therefore, I expect all EPA employees to be knowledgeable of the agency's anti-harassment processes. Thank you for your commitment to ensuring EPA's workplace is free of unlawful and prohibited harassment.