



THE ADMINISTRATOR

WASHINGTON, D.C. 20460

July 27, 2026

MEMORANDUM

SUBJECT: 2026 Equal Employment Opportunity Policy Statement

FROM: Lee M. Zeldin

A handwritten signature in black ink, appearing to read "Lee Zeldin", is placed over the printed name.

TO: All EPA Employees

The U.S. Environmental Protection Agency is committed to a workplace based on merit system principles, which means free of discrimination, harassment and retaliation. To fully meet our mission to protect human health and the environment, we must ensure equal employment opportunity. Therefore, I issue this policy statement to reaffirm the agency's commitment to these principles in all EPA facilities.

29 CFR 1614.101(a) states in pertinent part:

It is the policy of the Government of the United States to provide equal opportunity in employment for all persons, to prohibit discrimination in employment because of race; color; religion; sex; national origin; age; disability; genetic information; or pregnancy, childbirth, or related medical conditions; and to promote the full realization of equal employment opportunity through a continuing affirmative program in each agency.

Moreover, EPA will not tolerate discrimination because of parental status, marital status or political affiliation.

Discrimination includes harassment – sexual or nonsexual – of an employee or applicant for employment based on the aforementioned bases. Furthermore, an EPA employee or applicant can request an accommodation due to the following: disability, religion and, most recently under the Pregnant Workers Fairness Act, pregnancy, childbirth or related medical conditions.

In addition, EPA will not tolerate retaliation against an employee who has engaged in protected activity. Protected activity is opposing discrimination on any of the aforementioned bases or participating in a process that addresses discrimination on one of those bases.

The Office of Civil Rights and Adjudication ensures compliance with federal nondiscrimination laws, regulations and executive orders. If you wish to enter the process, you must do so within 45 calendar days of the date of an alleged act of discrimination with a few limited exceptions.

Program office employees can enter the EEO process by contacting OCRA. Regional employees can enter the EEO process by contacting their Equal Employment Opportunity Officer or OCRA.

To provide for the prompt processing and resolution of EEO complaints, EPA promotes the use of alternative dispute resolution through mediation. If an employee elects ADR to resolve an EEO complaint, the agency must participate, absent extraordinary circumstances.

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.