



## FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION

### OFFICE OF THE CHAIR

#### COMMITMENT TO EQUAL EMPLOYMENT OPPORTUNITY ASSURANCE OF NON-DISCRIMINATION FOR ALL EMPLOYEES AND APPLICANTS

I am affirming the Federal Mine Safety and Health Review Commission's commitment to equal employment opportunity for all employees and applicants for employment without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, genetic information, age, disability, marital status, political affiliation, reprisal, or other non-merit factor. The Commission is committed to providing a work environment free from unlawful employment discrimination, in which all employees and applicants for employment have the freedom to compete on a fair and level playing field.

All Commission employees, especially managers and supervisors, are responsible for supporting our policy on equal employment opportunity, and for assuring that the workplace is free from discrimination. All personnel and employment programs, management practices, and decisions, including, but not limited to, recruitment, selection, hiring, training, reassignment, career development, merit promotion, transfer, benefits, and separation, shall be free from unlawful discrimination. The Commission supports the right of all employees to exercise their rights under the applicable statutes that protect against unlawful discrimination. The Commission will not tolerate workplace harassment or reprisal against an employee or applicant who engages in a protected activity, whistleblowing, or the exercise of any appeal or grievance right.

The Commission is also committed to ensuring a workplace that is free from harassment. As outlined in the Commission's Policy and Procedure for Preventing and Eliminating Harassing Conduct, managers and supervisors are responsible for preventing, documenting, and promptly correcting harassment in the workplace. Allegations of harassment will be promptly investigated, and where appropriate, corrective action will be taken. Commission employees are also reminded of their responsibility to avoid harassing behavior and to report such conduct.

  
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Mary Lu Jordan, Chair

11-10-2022  
Date