



Memorandum

Date: November 19, 2025

To: All GAO Employees

From: Comptroller General

A handwritten signature in black ink, appearing to be "LFD", is placed to the right of the "From:" line.

Subject: Equal Employment Opportunity Policy

This message reaffirms GAO's commitment, as well as my commitment as Comptroller General, to equal employment opportunity in the GAO workplace.

GAO is committed to equal employment opportunity for all employees and applicants for employment, regardless of their race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, age (40 or over), disability, and genetic information. **All** employees and applicants are protected under the law and GAO policy. The Executive Committee and I unequivocally condemn any form of discrimination.

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. Reprisal against one who engaged in protected activity will not be tolerated, and GAO supports the rights of all employees to exercise their rights under the civil rights statutes.

GAO's Equal Opportunity Office equivalent administers the discrimination complaint process and is available to address the concerns of those who believe they have been discriminated against, harassed, or subjected to retaliation. These resources include confidential pre-complaint counseling, mediation, and discrimination complaint processing. I encourage all employees and applicants who feel they have been discriminated against to reach out to an EEO counselor or the EEO office's general mailbox at oandimailbox@gao.gov.

Workplace harassment also will not be tolerated, and the agency will correct harassing conduct before it becomes severe or pervasive. GAO's comprehensive Anti-Harassment Policy strictly prohibits harassing conduct. The purpose of the Anti-Harassment Policy is to position the agency to take swift action and stop harassing conduct at the earliest possible stage. There are five different ways that harassing conduct can be reported, including the Harassing Conduct Reporting Portal. All managers who have observed or been informed of harassing conduct are required to report the conduct immediately, and non-managers are encouraged to do so. Employees found to have engaged in harassing conduct may be disciplined, up to and including removal from GAO. I encourage all employees to familiarize themselves with this policy and report harassing conduct.

I ask that you join me in fostering and maintaining a work environment that supports a culture where everyone is valued, respected and treated fairly. Doing so strengthens our service to the Congress and our country. Thank you.