




**U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT**  
**THE SECRETARY**  
WASHINGTON, DC 20410-0001

November 10, 2008

MEMORANDUM FOR: All Management Staff  
FROM: Steven C. Preston   
SUBJECT: Workplace Non-Discrimination Policy and OPM Guidance

I would like to take this opportunity to update you on progress in advancing the iMPACT 200 goal of assuring that HUD is a workplace that values diversity and has no tolerance for discrimination.

The Office of Personnel Management addresses sexual orientation in their publication "Addressing Sexual Orientation Discrimination in Federal Civilian Employment – A Guide to Employee's Rights." In addition, the Office of Departmental Equal Employment Opportunity (ODEEO) has recently established an ombudsman program to process non-EEO related matters. Issues of sexual orientation discrimination may be addressed through this office.

We succeed best when all employees and their families, as well as applicants for employment, and our customers are treated respectfully and fairly. It is the government's policy to provide equal opportunity in federal employment for all persons, to prohibit employment discrimination based on race, color, religion, sex, national origin, handicap, age, or sexual orientation, and to promote the full realization of equal employment opportunity through continuing affirmative programs in each executive department and agency. This policy of equal opportunity applies to, and must be, an integral part of personnel policy and practice in the employment, development, advancement, granting of leave and treatment of civilian employees of the federal government, to the extent permitted by law.

All supervisors should review the ODEEO HUD@work website. Additionally, all supervisors will be provided a copy of OPM's guidance "Addressing Sexual Orientation Discrimination in Federal Civilian Employment." It provides a comprehensive overview of the commitment of all agencies and managers to promote a work environment free from discrimination based upon sexual orientation in accordance with Executive Order 13087.

I urge you, along with the Office of Personnel Management, to share this information with your staff and colleagues. Thank you for your attention to this important matter.