



## **Food and Drug Administration (FDA) Policy Statement on Equal Employment Opportunity (EEO)**

The mission of the Food and Drug Administration (FDA or Agency) is to protect the public health by ensuring (1) the safety, efficacy, and security of human and veterinary drugs, biological products, and medical devices and (2) the safety of our nation's food supply, cosmetics, and products that emit radiation. FDA is also responsible for regulating tobacco products to reduce tobacco use by minors. FDA helps the public get the accurate information they need to use medical products and foods and fosters development of medical products to respond to emerging public health threats.

We could not fulfill our mission without our workforce, who are at the core of all FDA contributions and accomplishments. Just as we are tasked with the protection of the public health, FDA is also committed to the protection of our workforce, the principles of equal employment opportunity and fair treatment of all individuals, as well as the freedom to compete on a fair and level playing field. We further commit ourselves to a workplace where we welcome the views and perspectives of all employees by appreciating their unique skills, talents, and abilities.

All FDA employees and applicants for employment are protected from discrimination and retaliation by federal laws and Presidential Executive Orders that prohibit discrimination based on, race, color, religion, sex (including pregnancy), parental status, national origin, age, disability, genetic information (including family medical history), political affiliation, or military service. Additionally, retaliation or reprisal against those who initiate discrimination complaints, serve as witnesses, participate in the EEO process, or otherwise oppose discrimination and harassment is strictly prohibited. Consistent with these laws, FDA provides reasonable accommodations to employees and job applicants with disabilities and for sincerely held religious beliefs, observances, and practices. Also, pursuant to the Pregnant Workers Fairness Act, FDA provides reasonable accommodations to a worker's known limitations related to pregnancy, childbirth, or related medical conditions.

In addition to protecting employees from discrimination under EEO laws, FDA does not tolerate workplace harassment. FDA will correct harassing conduct before it becomes severe or pervasive. All FDA employees have the right to utilize our Anti-Harassment Program. For more information on our Anti-Harassment Program, we encourage you to visit the [FDA's Anti-Harassment and Inappropriate Conduct Policy](#) page. FDA managers and supervisors are responsible for preventing, reporting, and promptly correcting harassing conduct in the workplace.

Through effective outreach, recruitment, and development, FDA cultivates a varied workforce that reflects the full talents of the American people. Equal opportunity to work and advancement based on merit is not optional; it is required by law. EEO laws cover all personnel and employment programs, management practices, and decisions. All managers and supervisors are expected to give employees an equal opportunity for training and career development programs,

recruitment and hiring, promotions, transfers, reassignments, awards, and other applicable benefits and privileges of employment. Managers and supervisors must also take appropriate action once they have been apprised of allegations of discriminatory conduct in the workplace, even when an employee fails to request that action be taken.

All individuals who believe they have been subject to or have knowledge of discriminatory behavior are encouraged to report the behavior to a supervisor, human resources office, or the Office of Equal Employment Opportunity (OEEO). FDA supports the rights of all employees to exercise their rights under the civil rights statutes. Employees are strongly encouraged to use available resources for resolving workplace conflicts. Facilitated alternative dispute resolution (ADR) services, including mediation and facilitated discussions, provide employees with an alternative to engaging in formal complaint procedures to address work-related issues.

FDA's OEEO is responsible for administering an impartial and effective complaints management process to address and resolve complaints of employment discrimination at the earliest possible stage. All FDA employees and applicants can report allegations of discrimination to OEEO by email at [oo-oeeo@fda.hhs.gov](mailto:oo-oeeo@fda.hhs.gov). Employees must contact OEEO within 45 calendar days of the date of the alleged incident to protect their rights under EEO laws.

We expect all FDA staff—supervisors, employees, and contractors alike—to support and adhere to all applicable laws and federal regulations prohibiting discrimination, harassment, and retaliation, as we strive to establish a workforce that promotes fairness for all. This EEO policy statement is available in alternative accessible formats, such as large print, upon request. Together, we all play a role in making the FDA workplace a safe, fair, and welcoming environment for the benefit of, and in service to, the American people.

Sincerely,

/Dr. Martin Makary/  
Dr. Martin Makary  
Commissioner of Food and Drugs

September 30, 2025  
Date