



## EEO Policy Statement 2024

The Millennium Challenge Corporation (MCC) is committed to a workplace free of discrimination. As CEO, I am issuing this statement as my pledge that all employees are free to compete on a fair and level playing field.

MCC does not tolerate discrimination based on race, color, religion, sex (including pregnancy, sexual orientation, sex stereotyping, gender identity, gender expression, or transgender status), national origin, physical or mental disability, age, protected genetic information, pregnancy accommodation, status as a parent, marital status, or political affiliation. MCC does not tolerate retaliation based on prior protected equal employment opportunity (EEO) activity. In addition, MCC does not allow workplace harassment or reprisal against anyone who engages in protected activity.

MCC models first-class leadership in fostering a safe, inclusive, and respectful workplace and by taking steps to practice EEO in all facets of management practices and decisions, including, but not limited to, hiring, merit promotions, transfers, reassignments, training, providing reasonable accommodations, and separations. All MCC staff, including managers and senior executives, must take responsibility for reporting and preventing discrimination and workplace harassment.

Employees or applicants for employment who believe they were subjected to discrimination and elect to seek redress must initiate the EEO complaint process within 45 calendar days of the alleged discriminatory event by contacting the MCC EEO Director, currently John Burden, at [burdenj@mcc.gov](mailto:burdenj@mcc.gov). The EEO complaint process can be found on the [Equal Employment Opportunity Program](#) Compass website under EEO Program Policy & Procedures.

Persons who perceive they have experienced workplace harassment should immediately contact the MCC Anti-Harassment Program Manager, currently Vanessa Springer, at [springervj@mcc.gov](mailto:springervj@mcc.gov), or they may report the incident to a management official, who has the responsibility to ensure that any reporting is promptly and properly addressed.

MCC promotes the use of alternative dispute resolution (ADR) methods to resolve workplace disputes and EEO complaints. Managers are reminded that their participation in agency-approved ADR efforts to resolve informal EEO complaints is required absent extraordinary circumstances as determined by the EEO Director.

Our commitment to EEO principles and practices and a harassment-free work environment promotes employees' well-being and organizational health and provides a workplace that strengthens employees' dedication to the agency's mission.

/s/

11/7/2024

\_\_\_\_\_  
Alice P. Albright, Chief Executive Officer

\_\_\_\_\_  
Date