

Core Policy Number
DO-OCR-2024-12

Effective Date
June 2013

Issuing Team
Office of Civil Rights

Equal Employment Opportunity & Non-Discrimination

I. Overview

This Consumer Financial Protection Bureau (CFPB) policy outlines requirements and responsibilities related to Equal Employment Opportunity and Non-Discrimination at CFPB and the CFPB's EEO program.

II. Purpose

The purpose of this policy is to:

1. Establish and underscore CFPB's commitment to Equal Employment Opportunity (EEO);
2. As required by law, establish and maintain a model EEO program;
3. Outline CFPB's EEO program requirements and responsibilities under applicable federal workplace civil rights/anti-discrimination laws, merit system principles, Presidential Executive Orders, related Equal Employment Opportunity Commission (EEOC) regulations and management directives, and EEOC and Office of Personnel Management (OPM) policies or instructions;
4. Specify certain EEO-related responsibilities for CFPB employees; and
5. Explain the potential consequences for violations of applicable federal workplace anti-discrimination laws, CFPB's EEO-related policies, and/or related EEO program requirements and responsibilities.

III. Delegations of Authority

- Designation of Assistant Director for the Office of Civil Rights as Equal Employment Opportunity Director, Decision Memo (July 3, 2019) (superseding Bureau Order 02-2012, Delegation of Authority Concerning Equal Employment Opportunity and Civil Rights Compliance, and Feb. 25, 2019 temporary delegation of authority to the EEO Program Manager for certain functions)
- Bureau Order 002C-21, Operations Division Delegated Authorities and Responsibilities (Jan. 20, 2022), at ¶¶ 13, 14, 15.
- Bureau Order 001-2022, Settlement Authority for Defensive Litigation (Jan. 20, 2022)
- Bureau Order 001-2023, Delegation of Authority for the Deputy Director and Chief of Staff (Oct. 30, 2023), as amended via Decision Memo (Jan. 24, 2025).

IV. Definitions

The following list of alphabetized terms are defined for this policy only:

- **Alternative Dispute Resolution (ADR)** – a voluntary program for employees, supervisors, managers, and contractors (when appropriate) who are seeking to address workplace disputes, repair tensions, restore relationships, and improve communication. When the ADR

program offers ADR services to an employee or contractor who agrees to participate in ADR, an appropriate designated agency official (e.g., an appropriate CFPB supervisor or manager) will be required to participate on behalf of CFPB as well.

- **Discrimination** – unlawful discrimination can occur when an employer intentionally treats one employee differently from another when the two employees are similarly situated and the treatment is based on a legally protected basis. Other forms of discrimination include: harassment; retaliation; failure to provide reasonable accommodation, absent undue hardship (for disability, religion, and pregnancy-related conditions); and conducting impermissible disability-related exams and inquiries or failing to keep an employee’s medical information confidential.
- **Equal Employment Opportunity** – fair treatment in employment, promotion, training, and other personnel actions without regard to legally protected bases (as defined below).
- **Harassment** – a form of discrimination. Sexual harassment (including unwelcome sexual advances, requests for sexual favors, and other conduct of a sexual nature) is prohibited under CFPB policy and may be unlawful. But it also is illegal to harass an employee based on *any* legally protected basis.
 - Although the law does not prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal if it is so frequent or severe that it creates a hostile or offensive work environment and/or if it results in an adverse employment decision (such as the victim being fired or demoted).
 - Harassment can take many forms, including but not limited to slurs, graffiti, offensive or derogatory comments, or other verbal or physical conduct. The harasser can be the victim’s supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a contractor, client, or customer.
 - Harassment that takes place outside of the workplace may be illegal if there is a link with the workplace (for example, if a supervisor harasses an employee while driving the employee to a meeting, at a conference, or at an after-hours event with co-workers).
 - Victims of harassment can include any direct target of the behavior, or others who have witnessed or are otherwise negatively impacted by the behavior.
 - *Harassment and/or bullying behavior can violate CFPB Policy even if the misconduct would not violate federal law. (See Policy Prohibiting Harassment and Bullying at CFPB.)*
- **Retaliation (or Reprisal)** – a form of discrimination that involves taking any action against an individual because of their prior participation in the EEO process or reasonable and good-faith opposition to alleged unlawful discriminatory practices. Unlawful retaliation is very broadly defined; any action likely to deter a reasonable person from engaging in EEO activity (e.g., that might exert a chilling effect on an individual’s willingness to engage in protected EEO activity) may be retaliatory and unlawful.
- **Legally Protected EEO Bases** – for purposes of this policy, legally protected EEO bases are: race; color; religion; sex; national origin; age; disability; genetic information; pregnancy, childbirth, or related medical conditions; and prior protected EEO activity or whistleblower activity (i.e., retaliation/reprisal).

V. Policy Statements

1. Commitment to Equal Employment Opportunity (EEO)

- 1.1. CFPB shall provide equal employment opportunity – “EEO” – to all applicants for employment at CFPB and to all CFPB employees (including former employees). This includes (but is not limited to):
 - 1.1.1. Providing equal employment opportunities for all by ensuring only merit is taken into consideration, without regard to legally protected bases (as defined above), with respect to all personnel/employment programs and related management practices and decisions, including personnel actions.
 - 1.1.1.1. Providing EEO for all includes ensuring all CFPB employees and applicants have the freedom to compete on a fair and level playing field with equal opportunity for competition.
 - 1.1.1.2. Providing EEO includes ensuring non-discrimination in the terms, conditions and privileges of employment. This encompasses all personnel/employment programs, and related management practices and decisions regarding recruitment; hiring; compensation; promotion; transfer; assignments; reassignments; training, mentoring, and career development; benefits; discipline; separation; and all other terms, conditions, or privileges of employment.
 - 1.1.2. Prohibiting any and all act(s) of unlawful discrimination on legally protected bases (as defined above), including unlawful harassment, in CFPB employment, and preventing and correcting harassing conduct *before* it becomes severe or pervasive or otherwise unlawful.
 - 1.1.3. Prohibiting any and all act(s) of unlawful retaliation and/or interference with civil rights and supporting the rights of all CFPB employees, applicants, and former employees to exercise their rights under applicable civil rights statutes, regulations, Executive Orders, and other similar authorities.
 - 1.2. CFPB shall seek to resolve any workplace conflicts promptly and appropriately – informally, if possible, and at the earliest practicable opportunity whenever feasible – consistent with related rights and applicable law, pursuant to the Administrative Dispute Resolution Act (ADRA) of 1996 (ADR Act), 5 U.S.C. § 571-584, and 29 C.F.R § 1614.102(b)(2).
 - 1.2.1. CFPB shall make reasonable efforts to voluntarily settle allegations of discrimination as early as possible in, and throughout, the administrative EEO process, including the informal/pre-complaint (EEO counseling) stage.
 - 1.2.2. Any settlement reached shall be in writing, identify the claims resolved, and be signed by all parties.
- ### **2. EEO Program Requirements, Management, and Responsibilities**
- 2.1. CFPB shall establish and maintain a model EEO program as required and defined under federal civil rights and civil service/merit system laws, related regulations (e.g., 29 C.F.R.

Part 1614 (including 29 C.F.R. § 1614.102)), and applicable Management Directives and related instructions issued by the EEOC.

2.1.1. Minimum EEO Program requirements. The CFPB shall maintain a continuing program to promote EEO and to identify and eliminate discriminatory practices and policies at CFPB. As required in 29 C.F.R. Part 1614, at a minimum, in support of its EEO program CFPB shall:

- Provide sufficient resources to its EEO program to ensure efficient and successful operation;
- Be responsible for the fair and impartial processing and resolution of complaints of employment discrimination (including retaliation) as required by law, and provide a timely, fair, and impartial EEO administrative process in accordance with 29 C.F.R. Part 1614 and the instructions contained in the EEOC's Management Directives;
- Conduct a continuing campaign to eradicate every form of unlawful discrimination from the CFPB's personnel policies, practices, and working conditions;
- Communicate the CFPB's EEO policy and program and its employment needs to all sources of job candidates, and as permitted by law solicit recruitment assistance from all appropriate candidate sources and stakeholders (internal and external) on a continuing basis;
- Review, evaluate, and control managerial and supervisory performance in such a manner as to ensure a continuing application and vigorous enforcement of this EEO policy, and provide orientation, training, and advice to managers and supervisors to assure their understanding and implementation of the EEO policy and program;
- Take appropriate disciplinary action against employees who engage in discriminatory practices;
- As defined and required by applicable law or regulation, make reasonable accommodations absent undue hardship for applicants and employees for religious observances, practices, and beliefs; disabilities; and pregnancy, childbirth, or related medical conditions;
- Provide recognition to employees, supervisors, managers, and/or CFPB Divisions, offices, and/or teams for demonstrating superior accomplishment in EEO;
- Establish a system for periodically evaluating the effectiveness of the CFPB's overall EEO effort;
- Ensure the timely, complete, and accurate submission of annual reports to EEOC and the Congress in accordance with Title VII of the Civil Rights Act of 1964 (as amended), the Rehabilitation Act of 1973 (as amended), the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), and EEOC's regulations (29 C.F.R. Part 1614) and management directives (MD-715);

- Provide the maximum feasible opportunity to employees to enhance their skills through on-the-job training, work-study programs, and other training measures so that they may perform at their highest potential and advance in accordance with their abilities;
- Inform CFPB employees and recognized labor organizations of the EEO policy and program and enlist their cooperation; and
- Participate at the community level with other employers, with schools and universities, and with other public and private groups in cooperative action to improve employment opportunities and community conditions that affect employability.

2.1.2. EEO Program Management and Office of Civil Rights. The EEO program shall be managed by the CFPB's Office of Civil Rights (OCR).

- 2.1.2.1. As required by law and to maintain its neutrality, credibility, integrity, and effectiveness, OCR as the CFPB's EEO program office must be established and maintained as an independent office that is not under the control, either structurally or practically, of the CFPB's Legal Division or Office of Human Capital (or their equivalent).
- 2.1.2.2. As required by EEOC regulations and directives, OCR shall ensure that the CFPB's EEO program is devoid of internal conflicts of interest and that it provides for the efficient and fair resolution of complaints alleging discrimination (including retaliation or interference).
- 2.1.2.3. As required by law and EEOC management directives, the CFPB's EEO Director (Assistant Director for OCR) shall report directly to the CFPB Director (head of the agency) and have a regular and effective means of advising the CFPB Director.
- 2.1.2.4. As required by EEOC directives, to demonstrate CFPB leadership's commitment to EEO, the EEO Director shall submit this policy to the CFPB Director for signature and reissuance each year.
- 2.1.2.5. As required in 29 C.F.R. Part 1614, the EEO Director shall, at a minimum:
 - Advise the head of the CFPB with respect to the preparation of EEO plans, procedures, regulations, reports, and other matters pertaining to this EEO policy and program.
 - Evaluate from time to time the sufficiency of the total EEO program and report to the head of the CFPB recommendations as to any improvement or correction needed, including remedial or disciplinary action with respect to managerial, supervisory, or other employees who have failed in their responsibilities.
 - When authorized by the head of CFPB, make changes in programs and procedures designed to eliminate discriminatory practices and improve the CFPB's EEO program.

- Provide for counseling of aggrieved individuals (e.g., applicants, employees, former employees, and contractors) and for the receipt and processing of individual and class complaints of discrimination.
 - Assure that individual complaints under 29 C.F.R. Part 1614 are fairly and thoroughly investigated and that final action is taken in a timely manner in accordance with established regulatory requirements.¹
- 2.1.2.6. The EEO Director may in their discretion determine that OCR processing of a particular complaint would pose an actual or apparent conflict of interest. In such a case, the EEO Director shall secure necessary and appropriate assistance from a neutral, impartial, qualified alternative entity who can process the complaint consistent with the rights and obligations of the parties involved and in a manner that eliminates the actual or apparent conflict.
- 2.1.2.7. The EEO Director, in consultation with the CFPB Director or their designee, may conduct an official program evaluation of any aspect of CFPB operations, Divisions, offices, and/or teams to ensure compliance with all applicable EEO requirements.
- 2.1.2.8. The EEO Director may, in their discretion, draft and disseminate “after-action” memoranda to relevant individuals (including Executives, managers, and supervisors, as well as other pertinent agency personnel) with a strict need-to-know summarizing details regarding specific EEO complaints, related investigations, or trends and recommending follow-up remedial actions deemed necessary in the EEO Director’s view to secure specific EEO rights and/or advance the CFPB’s overall EEO program. As determined necessary, the EEO Director shall report to the CFPB Director or their designee on such after-action memoranda and related implementation efforts.
- 2.1.3. Training. As part of the EEO Program, CFPB shall require all CFPB employees to take any EEO-related trainings required under applicable law, regulation, or policy (e.g., as required by the No FEAR Act, EEOC directives, OPM regulations, or other authorities), or as otherwise deemed advisable by the CFPB Director or their designee. Such trainings may include in-person or online/virtual presentations or modules.
- 2.1.4. Representation. Individuals engaging in the EEO administrative process generally shall have the right to be accompanied, represented, and advised by a representative of the complainant’s choice at any stage in the processing of the complaint, including the counseling stage. A complainant shall, at all times, be responsible for proceeding with the EEO complaint whether or not they have designated a representative.

¹ OCR also processes and adjudicates complaints alleging violations of Executive Order 11478 as amended. These may include complaints alleging workplace discrimination based on parental status and sexual orientation.

- 2.1.4.1. No OCR employee (or contractor) may serve as a complainant's or CFPB's representative. Therefore, in choosing a representative, a complainant must choose another individual or attorney.
- 2.1.4.2. If the representation of a complainant (or CFPB) would present an actual or apparent conflict with the official or collateral duties of the representative, OCR or the EEOC may, after giving the representative an opportunity to respond, disqualify the representative due to the conflict.
- 2.1.4.3. The EEO Director shall have the authority to determine whether to disqualify a representative in an EEO matter for an actual or apparent conflict.
- 2.1.4.4. CFPB shall not be obligated to change work schedules, incur overtime wages, or pay travel expenses to facilitate the choice of a specific representative or to allow the complainant and representative to confer.
- 2.1.5. Official Time. Participants in the EEO administrative process and their representatives who are CFPB employees and otherwise in a pay status are entitled to receive official time, regardless of their typical tour of duty/duty status (i.e., the complainant's or representative's normal approved hours of work), when their presence is authorized or required by the EEOC or CFPB (e.g., OCR) during any phase of the EEO administrative process.
 - 2.1.5.1. CFPB employees are entitled to a "reasonable" amount of official time, if otherwise in duty status, to prepare the complaint and respond to EEOC and CFPB requests for information. A "reasonable amount" of official time is generally considered in terms of hours, not days or weeks. A CFPB employee who is designated as a representative by a complainant is entitled to a reasonable amount of official time, if otherwise in duty status, to prepare the complaint and respond to EEOC and CFPB requests for information.
 - 2.1.5.2. CFPB shall grant employees, including alleged responsible management officials and other CFPB witnesses participating in the EEO process, a reasonable amount of official time for time spent cooperating with or participating in the EEO process.
 - 2.1.5.3. Witnesses who are employed by the CFPB or any other federal agency shall be considered to be in duty status when their presence is authorized or required by the EEOC or CFPB (e.g., OCR) in connection with the complaint, regardless of whether the hours coincide with their normal work schedule. To the extent practical, the CFPB (or its contractors) will schedule EEO-related meetings or proceedings during the generally accepted business hours of 8:00 a.m. to 5:00 p.m. local time. If meetings, conferences, and hearings must be scheduled outside of these hours and an employee's work schedule cannot be temporarily changed under relevant CFPB policies and/or applicable Collective Bargaining

Agreement, CFPB shall grant credit time, compensatory time, or overtime as applicable and permissible.

- 2.1.5.4. CFPB Employees who require official time to participate in the EEO administrative process shall request to use official time from their first-line supervisor before making use of official time for this purpose:
- Requests for official time must be submitted in writing to the CFPB employee's supervisor before the time is requested and must be approved or denied in a timely manner.
 - The relevant first-line supervisor shall make the ultimate decision on whether to grant EEO-related official time (and/or how much to grant). Such decisions may be subject to appeal to the EEOC as prescribed under 29 C.F.R. Part 1614 and/or related management directives.
 - The written request for official time must include: the date, number of hours requested, and a general description of the activities (e.g., attending a mediation or deposition, preparing documents, meeting with a representative, etc.). Although the actual number of official time hours will vary in each case, the EEOC has established as a general guideline that an individual with authority to grant leave must approve as official time:
 - all time spent in meetings with an EEO counselor, ADR professional, and investigator;
 - all time spent attending a deposition where the CFPB employee's presence is required, hearings where the CFPB employee's presence is required, or trial where the CFPB employee's presence is required related to a complaint pending before the EEOC, or in meetings or status conferences with the Administrative Judge where the individual's presence is necessary;
 - up to 8 hours during the informal/pre-complaint process and up to 8 hours during the formal complaint process at the administrative level to prepare for any of these events/meetings, or to otherwise prepare the complaint, related documents, and any appeals that may be filed or to prepare for attendance at and participation in any other ("preparation time").
 - Supervisors may request advice from the Legal Division regarding official time (e.g., how much official time to grant).
 - The Legal Division may ask the EEO Director (or designee) for technical assistance about EEO-related official time that does not reveal confidential EEO information. However, to avoid creating a possible conflict of interest, the EEO Director will not provide specific recommendations in any particular matter regarding the appropriate amount of EEO-related official time.

- Supervisors shall confer with the Legal Division before denying any request for official time, either in whole or in part, for an EEO matter.
 - If a supervisor denies a request for official time, either in whole or in part, the supervisor (or other deciding official) shall document the reasons for the denial in writing and provide such documentation to the CFPB employee requesting official time.
 - Managers and supervisors shall verify that any official time granted is coded as normal “duty hours worked” in WebTA, and not as credit time, overtime, or any other designation.
- 2.1.6 Use of Official Resources. CFPB authorizes a CFPB employee’s (or their CFPB representative’s) use of government property (e.g., computers/laptops, mobile phones, internet access/networks, email/messaging/virtual meetings systems, printers, copiers, scanners, fax machines, etc.) for purposes of participating in the EEO administrative process when that use is consistent with CFPB’s Acceptable Use Policy and any other applicable and relevant CFPB Policy.
- 2.1.6.1 An individual’s use of government property shall not cause undue disruption of CFPB operations.
- 2.1.7 Travel Expenses. CFPB shall pay travel expenses (i.e., transportation, lodging, meals, and/or incidental expenses incurred) related to official travel for EEO administrative matters in accordance with law and CFPB travel policies, if approved in advance by the EEO Director.

3. CFPB Employee Responsibilities

3.1. All CFPB Employees shall:

- 3.1.1. Annually, review CFPB’s most currently issued No FEAR Act Notice, which provides critical information regarding procedures, timeframes, and potential remedies for various types of workplace-related discrimination complaints/grievances under 29 C.F.R. Part 1614, other federal workplace civil rights/anti-discrimination laws, and Executive Order 11478 as amended.²
- 3.1.2. Treat all individuals who work at or with CFPB in any capacity with respect and in a manner consistent with this policy and all other CFPB policies governing conduct and misconduct of CFPB employees.
- 3.1.3. Comply with all CFPB EEO-related policies. These include policies regarding:
 - EEO & Non-Discrimination (this policy)
 - Alternative Dispute Resolution
 - Prohibiting Harassment and Bullying at CFPB
 - Covered Workplace Personal Relationships
 - Disability and Pregnancy-Related Reasonable Accommodations
 - Religious Reasonable Accommodations

² The most recently issued No FEAR Act notice is available on consumerfinance.gov and the CFPB’s intranet, as well as included here as Appendix A.

- Disciplinary and Adverse Action

- 3.1.4. Adhere to EEO-related performance standards applicable to the employee's CFPB position.
- 3.1.5. Timely complete any mandatory EEO-related trainings as prescribed by the head of the CFPB, EEO Director, or other CFPB official with authority to assign such training(s) or related requirements.
- 3.1.6. Timely participate and cooperate during all stages of the EEO administrative process including, EEO counseling, Alternative Dispute Resolution (ADR) sessions, and EEO complaint investigations and other related proceedings (such as EEOC administrative judge hearings). This may require providing information upon request in an interview or by written responses about matters pertaining to a complaint and providing access to files and documents, as requested, to allow others to investigate the complaint.
 - 3.1.6.1. Any current federal employee, including former CFPB employees currently working at a different federal agency, must timely participate and cooperate during all stages of the EEO process in any CFPB-processed matter if OCR determines the former CFPB employee is a necessary witness to such matter.
- 3.1.7. Report suspected or alleged harassment, bullying, or other inappropriate conduct to the appropriate management officials in accordance with CFPB's Policy Prohibiting Harassment and Bullying.

4. Accountability for Violations of Law & EEO-Related Policies

- 4.1 CFPB shall hold any CFPB employee who engages in conduct found to violate applicable civil rights/anti-discrimination laws or related CFPB policies accountable for such violations.
 - 4.1.1. Any CFPB employee who violates any provision of this policy shall be subject to possible counseling and/or discipline, up to and including removal from federal service, consistent with any applicable CFPB Collective Bargaining Agreement, the CFPB Disciplinary and Adverse Action Policy, and the CFPB Misconduct Policy.
 - 4.1.2. Any CFPB employee may be required to take appropriate remedial training when warranted under the circumstances.

VI. Exceptions

Not applicable.

VII. Roles and Responsibilities

The following table identifies the approving official, division lead, process owner, program team, and required reviewers and provides a brief description of respective responsibilities concerning this policy.

Table 1: Roles and Responsibilities

Position Title / Team Name (Include the Division/Office, as appropriate)	Control Role	Brief Description of Control Responsibility
CFPB Director or Delegee	Approving Official	Responsible for approving this policy and reissuing it each year.
EEO Director / Office of Civil Rights (OCR) / Office of the Director	Division Executive	Responsible for reviewing the policy proposals and revisions and providing feedback.
EEO Director / Office of Civil Rights (OCR) / Office of the Director	Process Owner & Issuing	Responsible for the day-to-day management of the Bureau's EEO program and following the standard operating procedures associated with the policy on the Management of Internal Policies.
Internal Policies Program Manager / Operations Division	Required Reviewer	Responsible for determining whether: (1) the proposed content meets the criteria for a Bureau-wide Core Policy, or other; and (2) changes are material or minor.
Legal Division (Legal), Office of Civil Rights (OCR), Office of Minority and Women Inclusion (OMWI), the Senior Agency Official for Privacy (SAOP), and the Chief Privacy Officer (CPO)	Required Reviewers	Responsible for reviewing policy proposals and revisions and providing targeted feedback.
Operations / Office of Human Capital (OHC) / Labor Relations	Required Reviewers	Responsible for reviewing policy proposals and revisions and providing targeted feedback; communicates and coordinates with the National Treasury Employees Union (NTEU), as necessary.
Operations / Office of Administrative Operations (Admin Ops) / Records and Information Management (RIM) Program	Preservation and Accessioning	Responsible for receiving signed policy and transferring physical and legal custody to the National Archives and Records Administration (NARA) 15 years after the policy is finalized.

VIII. Legal Authorities (includes statutes and implementing regulations that require or highly recommend Bureau action)

- Statutes: 5 U.S.C. § 2302(b); 5 U.S.C. § 2301 note (Pub. L. No. 107-174, 116 Stat. 566, as amended by Pub. L. 116-283, §§ 1131-1138); 5 U.S.C. §§ 7101-7135; 29 U.S.C. § 206(d); 29 U.S.C. § 633a; 29 U.S.C. §§ 791, 794, 794a, 794d; 38 U.S.C. §§ 4301-35; 42 U.S.C. § 1981a; 42 U.S.C. § 2000e-16; 42 U.S.C. § 2000ff et seq.; 42 U.S.C. § 2000gg et seq.
- Regulations: 29 C.F.R. Part 1614; 5 C.F.R. Part 720; 5 C.F.R. Part 724; 5 C.F.R. §§ 1201.151 through 1201.175

- EEOC Management Directives: No. 110 (Aug. 2015); No. 715 (Oct. 2003)
- Presidential Executive Orders: No. 11478 (1969); No. 13087 (1998); No. 13145 (2000); No. 13152 (2000); No. 13163 (2000); No. 13164 (2000); No. 13171 (2000); No. 14173 (2025); No. 14281 (2025).

IX. References (includes existing documentation from internal and external authors that is relevant to the policy)

- Alternative Dispute Resolution Policy
- Administrative Grievance Policy
- Collective Bargaining Agreement EEO Article
- Disciplinary and Adverse Action Policy
- Misconduct Policy
- Prohibiting Harassment and Bullying at CFPB Policy
- Disability and Pregnancy-Related Reasonable Accommodation Policy
- Standard Operating Procedures Related to Disability Reasonable Accommodation Requests
- Religious Reasonable Accommodation Policy and Procedures
- Policy on Disclosure of Covered Workplace Personal Relationships

X. Document History

Table 2: Document History

Action	Approval Date	Approving Official
Initial Policy Approved	June 2013	CFPB Director Richard Cordray
Reissuance Approved (Material Revisions)	September 2024	CFPB Director Rohit Chopra
Reissuance Approved (Material Revisions)	June 2025	(Acting) CFPB Director Russell Vought
Reissuance Approved (Annual)	See signature below.	(Acting) CFPB Director Mark Paoletta

XI. Electronic Signature



XII. Effective and Expiration Dates

There is no expiration date associated with this policy. This policy is effective as of the date of first approval for Version 1.0 and shall continue in effect when reauthorized or reissued.

This policy shall continue in effect until it is rescinded.

XIII. Appendices (includes all supporting documentation such as user-facing SOPs, SOGs, and FAQs specifically developed to support this policy)

- Appendix A – Annual No FEAR Act Notice