

TO: DFC Staff

FROM: Scott Nathan, Chief Executive Officer

DATE: 5/9/2023

RE: DFC Anti-Harassment Policy Statement

The U.S. International Development Finance Corporation (DFC) is committed to maintaining a safe, professional and inclusive work environment where all employees, applicants, clients and customers are treated with dignity and respect. I prioritize active prevention of and prompt response to any form of harassment and I expect the same of every DFC employee. Harassment is inexcusable and will not be tolerated under any circumstance.

Harassment has a broad definition that I expect everyone to understand. It includes, but is not limited to, any unwelcome verbal or physical conduct based on race, religion, color, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, genetic information (including family medical history), disability, or any other protected basis. It is also behavior that, although possibly not unlawful, still adversely affects the work environment, or behavior that is of a criminal nature, e.g., unwelcome conduct (including of a sexual nature), intimidation, ridicule, insult, offensive comments or jokes, bullying, stalking, slurs, epithets, negative stereotypes, offensive objects or pictures, threats, and requests for sexual favors. Employees who feel they have been subjected to unlawful harassment should contact the DFC Equal Employment Opportunity Office, Office of Human Resources Management, or other available resources such as the DFC Anti-Harassment Program Team. The DFC Anti-Harassment Policy can be found at <https://dfc.gov.sharepoint.com/sites/HR/SitePages/Anti-Harassment.aspx>.

I am committed to ensuring that every reported incident is investigated promptly, thoroughly, and impartially, with immediate corrective action taken as appropriate. To cultivate a culture of active prevention and prompt response, please report any incident of harassment you experience or observe. In accordance with the law, the DFC will protect the information collected during each investigation, including the identities of individuals who report the incidents, alleged victims, witnesses, and those accused. Reprisal against those who participate in investigations into allegations of harassment is strictly forbidden.

I am committed to providing a workplace free from harassment where everyone is treated with respect and dignity. I expect each of you to join me in cultivating this ideal.


Scott Nathan