

**An Equal Employment Opportunity and Diversity Policy Statement  
from the United States Patent and Trademark Office**

The United States Patent and Trademark Office (USPTO) is committed to establishing and maintaining a diverse and inclusive workplace which is free from discrimination and harassment. Therefore, we continue to take a proactive approach to create a congenial work environment by fostering support for diversity and inclusion initiatives; providing reasonable accommodations for applicants and employees with disabilities; and enforcing the Agency's Equal Employment Opportunity (EEO) policies.

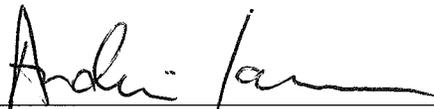
As a reminder for all employees, contractors, and vendors, USPTO policy strictly prohibits discrimination against employees and applicants for employment on the bases of race, color, religion, sex (including sexual harassment and pregnancy discrimination), sexual orientation, gender identity and gender expression, national origin, age (40 years old and over), genetic information, or disability (physical or mental). Included in this prohibition is harassment on any of these bases. Harassment occurs when employees are subject to unwelcome verbal or physical conduct related to any of the bases listed above when that conduct unreasonably interferes with the work environment.

The Agency has zero tolerance for discrimination and harassment, and employees found to have violated the AAO on harassment (AAO 202-955) and/or the Agency's Administrative Order (AAO) on EEO Policy and Complaint Processing Procedure (AAO 214-01) may be disciplined, up to and including removal from Federal Service. I recommend that all employees familiarize themselves with these AAOs.

Importantly, the USPTO's AAOs prohibiting discrimination and harassment also expressly prohibit any retaliation against those who report harassment against themselves or others; who initiate discrimination complaints, participate in the investigation of such complaints; or otherwise oppose unlawful discrimination, is also strictly prohibited and will not be tolerated.

Ensuring equal employment opportunity requires that employees promptly bring any allegations of discrimination, harassment, or retaliation to the Agency's attention. Accordingly, employees must contact the Office of Equal Employment and Diversity (OEEOD) within **forty-five (45) days** of the event believed to be discriminatory, harassing, or retaliatory to ensure timeliness. OEEOD may be contacted at [oeod@uspto.gov](mailto:oeod@uspto.gov) or 571.272.8292.

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Under Secretary of Commerce for Intellectual Property  
and Director of the United States Patent and Trademark Office

10/10/2019  
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Date