

From: [Andrei Iancu, Under Secretary and Director](#)
To: [AllUSPTOEmployees](#)
Subject: An Equal Employment Opportunity and Diversity policy statement from the USPTO
Date: Thursday, July 9, 2020 4:18:10 PM
Importance: High

Director's Message
July 9, 2020

An Equal Employment Opportunity and Diversity policy statement from the USPTO

From: Director Andrei Iancu

Dear colleagues,

The United States Patent and Trademark Office (USPTO) is committed to establishing and maintaining a diverse and inclusive workplace that is free from discrimination and harassment. This includes all personnel and employment programs, management practices, and decisions, including, but not limited to, recruitment, hiring, promotions, transfers, reassignments, training, career development, benefits, discipline, and separations. Therefore, we continue to take a proactive approach to creating a welcoming work environment and ensuring that all have the freedom to compete on a fair and level playing field by supporting diversity and inclusion initiatives, providing reasonable accommodations for applicants and employees with disabilities, and enforcing our Equal Employment Opportunity (EEO) policies.

As a reminder for all employees, contractors, and vendors, USPTO policy strictly prohibits discrimination, including harassment, against employees and applicants for employment on the basis of race, color, religion, sex (including pregnancy, sexual orientation, and gender identity/expression), national origin, age (40 years old and over), genetic information, disability (physical or mental), and reprisal. 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 USPTO has zero tolerance for discrimination and harassment. Employees found to have violated the agency's administrative order (AAO) on harassment ([AAO 202-955](#)) and/or the AAO on the EEO Policy and Complaint Processing Procedure ([AAO 214-01](#)) may be disciplined, up to and including removal from federal service. Please familiarize yourselves 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, who participate in the investigation of such complaints, or who otherwise oppose unlawful discrimination.

We require all agency managers and supervisors to report allegations of discrimination and harassment, and we strongly encourage all other employees to do so in order for the agency to take appropriate action. Additionally, to preserve your EEO rights, you must contact the Office of Equal Employment and Diversity at oeed@uspto.gov or 571-272-8292 within 45 days of any event you believe to be discriminatory, harassing, or retaliatory.

Thank you for doing your part to help ensure that the USPTO offers equal opportunities to all of its employees.



Best,

A handwritten signature in black ink that reads "Andrei Iancu". The signature is fluid and cursive, with a long horizontal stroke at the end.

Andrei Iancu

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

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