



Equal Employment Opportunity Policy

As Chairman of the SEC, I am committed to a work environment where everyone enjoys equal employment opportunity under the law.

Within the SEC, we must model supportive leadership while maintaining accountability for results. This includes working together to prevent unlawful discrimination and timely and effectively responding when actions do not align with the law and SEC core values. Please note:

1. Equal employment opportunity shall be available to all employees and applicants for employment, without regard to race, color, religion, national origin, sex, age (40 or over), disability, genetic information, pregnancy, childbirth, or related medical conditions, or prior protected EEO activity.
2. All employees and applicants will have the freedom to compete on a fair and level playing field with equal opportunity for competition.
3. Equal employment opportunity covers all personnel and employment programs, management practices, and decisions, including, but not limited to, recruitment, hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation.
4. Workplace harassment will not be tolerated, and the SEC will correct the harassing conduct before it becomes severe or pervasive.
5. Reprisal against anyone who engages in protected activity will not be tolerated. The SEC supports the rights of all employees and applicants to exercise their rights under the civil rights statutes.

We all can contribute to making the SEC a model EEO employer by ensuring that discrimination, harassment, and retaliation are not tolerated. We also must seek resolution of workplace disputes at the earliest opportunity to preserve the collegial and respectful environment that we expect at the SEC. The SEC's [No FEAR Act Notice](#) and [Office of Equal Employment Opportunity \(OEEO\)](#) provide additional information.

I expect all employees to timely complete assigned EEO training and fully participate in investigations into allegations of discrimination, harassment and/or retaliation. You may use a reasonable amount of work time to do so. Management officials in good faith must participate in alternative dispute resolution efforts.

If you believe you have been subjected to discrimination, harassment, or retaliation in violation of federal EEO laws, you must contact OEEO within 45 calendar days of the employment action you believe to be discriminatory to preserve your right to legal redress. You can reach OEEO by email at OEEO@sec.gov, telephone (202) 551-6040, or dial 711 for telecommunications relay services.

February 24, 2026

DATE

A handwritten signature in blue ink that reads "Paul S. Atkins".

PAUL S. ATKINS