

[Delete 673.22, 673.221, 673.222, and 673.223, and add new 673.5 to read as follows:]

673.5 Complaint Processes

Depending on the nature of the complaint and the status of the employee, Postal Service employees may use several processes to pursue complaints against the Postal Service for alleged violations of the Postal Service's equal employment opportunity and anti-discrimination policies.

For more information on these processes, see sections 666.2 and 666.3, which include a process to pursue complaints for discrimination that complies with the Equal Employment Opportunity Commission's regulations.

The Postal Service is committed to fair treatment of all its employees. Harassment and disparate treatment based on actual or perceived sexual orientation or identity are not permitted or condoned. Complaints of discrimination based on sexual orientation or identity are not permitted under Title VII of the Civil Rights Act of 1964. However, employees should report any variance from this policy to a management official at the earliest opportunity.

[ReNUMBER current 673.3 as new 673.6 and revise the title to read as follows:]

673.6 Accountability for Diversity and Inclusion, Equal Employment Opportunity, and Prevention of Discrimination

[ReNUMBER current 673.31 as new 673.61 and revise the text to read as follows:]

673.61 Employees

All employees are expected to treat coworkers with dignity and respect. Employees must refrain from workplace harassment or other discrimination based on the following:

- Race.
- Sex (including sexual orientation, gender identity, and gender stereotypes).
- National origin.
- Any other category protected by law or Postal Service policy.

For additional information, refer to Publication 553, *Employee's Guide to Understanding, Preventing, and Reporting Harassment*.

[ReNUMBER current 673.32 as new 673.62 and revise the text to read as follows:]

673.62 Management

All executives, managers, and supervisors share in the responsibility for the following:

- a. Promoting diversity and inclusion,
- b. Promoting equal employment opportunity, and
- c. Preventing discrimination.

For additional information, refer to the following resources:

- Publication 552, *Manager's Guide to Understanding, Investigating, and Preventing Harassment*.
- The Policy on Workplace Harassment.
- The Diversity and Inclusion Statement.

674 Organizational Responsibilities

[Revise the title and text of 674.1 to read as follows:]

674.1 Chief Human Resources Officer and Executive Vice President

The Chief Human Resources Officer (CHRO) and Executive Vice President fills the following roles:

- The Postal Service's Equal Employment Opportunity (EEO) Director under Equal Employment Opportunity Commission regulations.
- The principal advisor to the Postmaster General and Chief Executive Officer.

Under the authority of the CHRO, the vice presidents of Employee Resource Management and Labor Relations are responsible for recommending policies and developing programs to address the following:

- Diversity and inclusion.
- Equal employment opportunity.
- The prevention of discrimination.

674.2 Functional Organizations

[Revise the title and text of 674.21 to read as follows:]

674.21 Employee Resource Management

The vice president of Employee Resource Management is responsible for overseeing the Postal Service Diversity and Inclusion Program. This encompasses national employment and diversity activities, including the following:

- a. Developing equal employment opportunity and anti-discrimination plans at the following levels:
 - (1) Headquarters.
 - (2) Area.
 - (3) Performance cluster.
- b. Developing and implementing Postal Service policies related to the employment, placement, and promotion of employees within a diverse workforce. This includes a particular responsibility for protection of the rights of veterans, disabled veterans, and individuals with disabilities.

674.22 Labor Relations

[Revise the text of 674.22 to read as follows:]

The vice president of Labor Relations is responsible for the Postal Service EEO complaint processing program. This official or his or her designees render the final agency decision of the Postal Service regarding complaints of discrimination emanating from employees or applicants for employment.

[Delete 674.23 in its entirety.]