



DEPARTMENT OF THE TREASURY
UNITED STATES MINT
WASHINGTON, D.C. 20220

DIRECTOR
OF THE
MINT

October 9, 2007

MEMORANDUM FOR UNITED STATES MINT EMPLOYEES

FROM: Edmund C. Moy
Director
United States Mint 

SUBJECT: Equal Employment Opportunity and Diversity Policy

Last September, when I first arrived at the United States Mint, I stressed to you the importance of upholding the principles of equal employment opportunity and diversity. I am taking this opportunity to reaffirm my personal commitment to these principles and to explain why they have a special meaning to all of us at the United States Mint.

We recently adopted a vision for the United States Mint to embody the American spirit through the creation of our Nation's coins and medals. Among the many significant facets of the spirit of America are the vitally important principles of equality and diversity. So it should be no surprise that when our citizens hold and behold our products, they not only have confidence in their coins, but also appreciate that the workforce responsible for making their coins is as diverse as the Nation itself. We cannot truly succeed at our mission, nor can we achieve our vision, unless we have captured the American spirit at the United States Mint—and this means having a workplace at each facility which is free from all forms of discrimination, and a workforce that genuinely values and reflects diversity.

Discrimination in any form is not only offensive, but also illegal; it will not be tolerated at the United States Mint. All employees must comply with the laws governing equal opportunity, prevention of sexual harassment, protection against reprisal, and other forms of discrimination. Managers and supervisors also are responsible for enforcing these laws under a policy of zero tolerance. Accordingly, I expect executives, managers, and supervisors to be vigilant in preventing discrimination and will hold them accountable for taking immediate action—including corrective measures and appropriate disciplinary action, if warranted—whenever they witness an act, or learn of an allegation, of discrimination.

The United States Mint will ensure nothing less than equal opportunity for all persons regardless of race, color, sex (gender), religion, national origin, age, disability (mental or physical), sexual orientation, parental status, or genetic information. To achieve this goal, and to foster diversity, I expect all United States Mint employees—as my coworkers and as my fellow public servants—to trust and value each other; to treat one another with honesty, civility, and respect; and to adhere to the principles that guarantee fair treatment and equal opportunity for everyone.