



## The Permitting Council

Washington, DC 20036

January 30, 2025

### Permitting Council EEO Policy Statement

Employees at the Permitting Council are charged with bringing timeliness and efficiency to the environmental review and authorization process for projects located throughout the United States, across the infrastructure sectors covered by FAST-41. In order to accomplish this mission, we make employment decisions based on Equal Employment Opportunity (EEO) for all employees and applicants, regardless of their race, religion, color, sex, national origin, age, disability, or any other status protected by federal laws and regulations. Accordingly, these protections extend to all management practices and decisions, including, but not limited to, recruitment and hiring practices, transfers, reassignments, benefits, separations, appraisal systems, merit promotions, training and career development programs. All employees will have the freedom to compete on a fair and level playing field with equal opportunity for competition.

To this end, in accordance with the anti-discrimination statutes, such as Title VII of the Civil Rights Act of 1964, as amended, ("Title VII") and the Rehabilitation Act of 1973, and Equal Employment Opportunity Commission guidance, the Permitting Council promotes an environment free of discrimination and any form of harassment, where all employees may work without fear of reprisal; where all employees and applicants with qualified disabilities and targeted disabilities receive reasonable accommodations, so they can be successful at their work; and where all employees are recognized for their individual performance and contributions to the Permitting Council.

All employees and applicants must be able to exercise their right to elect the EEO process, to oppose discriminatory practices, and to engage in whistleblowing or exercise any other right provided by law, without fear of retaliation. The Permitting Council leverages the General Services Administration's EEO services. Any claims should be initiated by contacting an EEO counselor/official at [eeo@gsa.gov](mailto:eeo@gsa.gov) within 45 days of the alleged harassment or discrimination. Additionally, employees may report allegations of reprisal for whistleblowing to the Office of Special Counsel at <https://osc.gov> or 1-800-872-9855.



I am committed to providing a safe and productive workplace, free from discrimination, in which we can all operate in accordance with principles of equity and fairness.

*Manisha D. Patel*

2025-01-30

Manisha Patel  
Acting Executive Director



# Audit trail

## Details

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## Activity



SENT

anthony.simpson@permitting.gov **sent** a signature request to:  
• Manisha D. Patel (manisha.patel@permitting.gov)

2025/01/30  
17:05:29 UTC



SIGNED

**Signed** by Manisha D. Patel (manisha.patel@permitting.gov)

2025/01/30  
17:37:53 UTC



COMPLETED

This document has been signed by all signers and is **complete**

2025/01/30  
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