

Questions:

1. In January 2024, the FDIC established a 24-hour, toll-free hotline “with specialized federal and contractor staff” to intake reports of harassment. In April 2025, it established a “reporting mechanism managed by an independent, third-party that would allow employees to report allegations of harassment to a single source in a fully anonymous manner.”
 - a. How many complaints of harassing behavior, if any, did the FDIC receive per month in 2024? Of these complaints, how many were:
 - i. Investigated?
 - ii. Closed with no follow-up action or disciplinary action?
 - iii. Closed with mandated follow-up actions, such as counseling or warnings, but no official disciplinary action?
 - iv. Closed with official disciplinary action?
 - v. In progress?

The FDIC lacks reliable data for misconduct cases prior to FY 2025.

- b. How many complaints of harassing behavior, if any, did the FDIC receive for each month of 2025, concluding on September 30, 3025?
 - i. Investigated?
 - ii. Closed with no follow-up action or disciplinary action?
 - iii. Closed with mandated follow-up actions, such as counseling or warnings, but no official disciplinary action?
 - iv. Closed with official disciplinary action?
 - v. In progress?

The chart below includes data for misconduct cases in FY2025:

	Total
FY 2025 Misconduct Cases	
Number of Cases	504
Number of Cases Concluded	387
Less -- Duplicate/Manager Reporting*	39
Substantiated**	122 (35%)
Unsubstantiated	100 (29%)
Out of Scope (i.e., where we have not investigated) (e.g., performance only)	66 (19%)
Complainant Withdrawal***	60 (17%)

* Some cases were reported by multiple sources (e.g., a complainant and a manager).

** There may be multiple cases against a single individual for different misconduct.

***Several complainants withdrew cases that they filed because the subject had left the FDIC and the harassment stopped.

- c. As of January 19, 2025, how many employees—including both federal workers or contractors—did the FDIC employ to staff its 24-hour hotline?**

The FDIC's Office of Professional Conduct (OPC) operates a toll-free hotline, email, and web-based form where an individual can file a complaint. We have one employee who is dedicated to performing these duties. We respond to any complaint or report filed within 2 business days or less.

As further discussed in question 4a below, the FDIC also has an Employee Assistance Program (EAP) contract that provides clinical counseling services that is staffed 24 hours a day. The contractor is required to have sufficient staff to provide 24-hour service to FDIC employees, and has continued to fulfill that requirement.

- d. As of October 24, 2025, how many employees—including both federal workers or contractors—did the FDIC employee to staff its 24-hour hotline?**

See response to 1c.

- e. Provide an overview of the “reporting mechanism managed by an independent, third-party,” including any founding documents, organizational charts, and job descriptions. What services does this reporting mechanism provide to FDIC employees?**

OPC operates a toll-free hotline and email address for individuals to anonymously or confidentially report allegations of harassment, interpersonal misconduct, and retaliation. OPC staff assess incoming allegations and respond back to complainants within two business days of receipt of the complaint.

- 2. In June 2024, the FDIC Board approved the creation of the Office of Professional Conduct to “intake, investigate and report on complaints of harassment, interpersonal misconduct, and retaliation, and determine and enforce discipline.”**

- a. How many employees worked at the FDIC's Office of Professional Conduct as of January 19, 2025?**

10 FTEs and 1 student intern.

- b. How many employees work at the FDIC's Office of Professional Conduct as of October 24, 2025?**

12 FTEs and 1 student intern.

- 3. In June 2024, the FDIC Board approved the creation of the Office of Equal Employment Opportunity to “intake, investigate and report on complaints of**

discrimination and retaliation under the laws enforced by the Equal Employment Opportunity Commission.”

- a. How many employees worked at the FDIC’s Office of Equal Employment Opportunity as of January 19, 2025?**

1 FTE.

- b. How many employees work at the FDIC’s Office of Equal Employment Opportunity as of October 24, 2025?**

8 FTEs and 2 student interns.

- 4. As of June 2025, the FDIC established a “support program to help survivors remain integrated in the workplace and equipped to take advantage of professional development opportunities post-harassment.”**

- a. Provide an overview of the support program, including any founding documents, organizational charts, and job descriptions. What services does the support program provide?**

Through the EAP, FDIC employees have access to dedicated clinical counseling services. Employees can schedule appointments directly with the clinical counselors to discuss a wide range of topics that may be causing stress and anxiety. In addition to the dedicated clinical counselors, employees may contact the EAP hotline that is available 24/7 to receive a referral to a counselor in their local area. Employees may receive up to 8 counseling sessions per issue, per year. Also, employees may receive a list of helpful resources and services available in their local area, e.g. support groups.

- b. How many FDIC employees or contractors currently make up the support program?**

As of June 2025, the FDIC has 8 dedicated clinical counselors through the EAP service to provide support and clinical counseling to FDIC employees nationwide.

- c. What steps did FDIC take to alert employees to the existence of the support program? As of October 24, 2025, how many FDIC employees had taken advantage of the support program?**

The FDIC has provided clinical counseling services to employees through the EAP prior to the recommendation for a “support program.” Annually, we offer educational training webinars to provide information on the EAP program and clinical counseling services. In May 2025, FDIC hosted a webinar with the clinical counselors discussing the types of services available to employees. The FDIC also developed Counselor Contact Cards that contain information about FDIC-offered clinical counseling services available to

employees. The cards are available on demand in the Student Resident Center and Health Units nationwide.

According to the EAP provider data, as of October 4, approximately 279 employees have contacted the 24/7 hotline in 2025.

5. As of June 2025, the FDIC now offers “a point person for support and information” for “any individual that brings a complaint or is the subject of a complaint under the FDIC’s current Anti-Harassment Policy or Equal Opportunity Policy.”

a. Provide an overview of the process through which individuals are offered “point people” under this new process.

The FDIC has established completely new intake processes to address these concerns. The intake process for harassment, interpersonal misconduct, and retaliation for reporting such conduct is centralized in OPC, and the intake process for Equal Employment Opportunity (EEO) complaints is centralized in the Office of Equal Employment Opportunity (OEEO). These intake processes have a staff point of contact who is knowledgeable about their respective offices and programs and remains engaged with the complainant throughout the process. These points of contact are also knowledgeable about, and provide information to the complainant regarding, the various support resources available to FDIC employees, including EAP, which is the FDIC’s program that offers clinical counselors to employees free of charge. OPC’s intake process also allows an individual to file a complaint confidentially or anonymously, addressing concerns related to retaliation for raising complaints. OPC and OEEO also respond back to complaints in a timely manner, which is generally within two business days or less.

b. Which individuals serve as “point people” for employees? How many of these individuals are currently employed at FDIC?

For OEEO, EEO counselors and EEO specialists who have received training and certification from the Equal Employment Opportunity Commission serve as the point of contact for individuals filing complaints.

OPC has one dedicated employee focused on intake. Once an investigation or review begins, the OPC investigator assigned to the case serves as the dedicated point of contact for complainants, subjects, and other individuals. An OPC Policy & Training attorney provides legal advice to managers of subjects about interim measures, including recommending when such measures are necessary while a case is under investigation. If allegations are substantiated, an OPC Actions and Litigation attorney advises the subject’s manager or other appropriate management official about accountability, including discipline.

6. As of December 19, 2024, the FDIC, in partnership with the Equal Employment Opportunity Commission, had completed 83 Anti-Harassment Prevention Trainings for over 6,350 employees, “including executives, managers, and supervisors.” The

FDIC also identifies “live, in-person training for all employees annually on the Code of Workplace Conduct,” the “Anti-Fraternization Policy,” and “Anti-Retaliation Policy” as items on its Action Plan for a Safe Work Environment, along with “mandatory, annual” “skills-based training” that “teaches FDIC employees how to interrupt, disrupt, and stop conduct that is inconsistent with the Code of Workplace Conduct” and a “mandatory, core curriculum for all employees on inclusive leadership that is grade- and role-appropriate.”

- a. As of October 24, 2025, how many Anti-Harassment Prevention Trainings has the FDIC conducted in calendar year 2025? When and where did these training take place, and for approximately how many employees?
 - i. Does the FDIC continue to implement these trainings with the Equal Employment Opportunity Commission? If not, why not?

In August 2025, OPC developed and implemented new anti-harassment training based on best practices and after consulting with the EEOC. The training covers how to identify, prevent, and report harassment, retaliation, and interpersonal misconduct. It also includes interactive scenario-based live sessions. The implementation of this training closed two OIG recommendations in their July 2024 report. As of October 28, 2025, 4,401 FDIC employees (83% of employees) have completed the web-based training with the mandate that all employees complete training by the end of the calendar year.

- b. As of October 24, 2025, how many trainings on inclusive leadership did the FDIC conduct in calendar year 2025? When and where did these training take place, and for approximately how many employees?

Through October 31, 2025, the FDIC delivered 29 sessions of core leadership training to 948 employees. They were delivered either in-person at our Virginia Square or Dallas Learning Centers or virtually.

7. As of June 27, 2025, the FDIC claimed it was “finalizing a Risk Assessment memorandum to clearly document the impact of not addressing sexual harassment or other misconduct in a timely manner.”

Has the FDIC finalized this Risk Assessment? If so, provide a copy.

The FDIC finalized a risk assessment in August 2024, which generally addressed historical factors that impacted the FDIC’s workforce culture issues.

- a. If not, why not? N/A
 - b. If not, by when does the FDIC anticipate finalizing the Risk Assessment? N/A
8. As of June 27, 2025, the FDIC claimed that it had “conducted a Travel Policy Survey that solicits employees’ feedback on current FDIC travel regulations, as well

as Divisional/Office and Regional travel practices. Approximately 2,300 responses have been received.”

- a. As of October 24, 2025, how many responses has the FDIC received?
- b. Provide a copy of the Travel Policy Survey.
- c. Provide a provisional analysis of the responses FDIC has received.
- d. What additional analysis, if any, does FDIC plan to conduct on the survey responses?
- e. What additional actions, if any, does FDIC plan to take in response to the survey responses?

The FDIC received 2,404 responses to its travel survey, including 1,631 individual free-form narrative comments. The FDIC is actively analyzing the responses and expects to engage with the workforce on potential changes to travel policies in the coming months.

9. As of June 27, 2025, the FDIC claimed it was “updating Leadership Performance Standards to better support accountability for sexual harassment detection and prevention.”

- a. Has the FDIC finalized its Leadership Performance Standards? If so, provide a copy.

Yes, the leadership performance standards have been updated and implemented for the 2025 performance year. Changes to the standards were made in consultation with the OPC, OEEEO, and Executive Managers representing different Divisions and Offices. The changes also include OPM’s required Accountability performance standard for supervisory positions (Corporate Managers and Executive Managers).

- b. If not, why not? N/A
- c. If not, by when does the FDIC anticipate finalizing the Risk Assessment? N/A

10. Beginning in January 2024, the FDIC began providing “dedicated mental health counselors experienced in harassment- and discrimination-related trauma to each of the affinity Employee Resource Groups..for group counseling and assistance” related to workplace harassment, as well as “enhanc[ed] the free services currently provided by the FDIC by securing counselors with expertise related to sexual harassment and discrimination to address emotional and mental well-being.”

- a. As of January 19, 2025, how many counselors “with expertise related to sexual harassment and discrimination” did the FDIC employ, either directly or through contractors?

Through the EAP service, the FDIC has 8 dedicated clinical counselors with the expertise to provide support on a wide range of topics. 6 of the 8 counselors have specialized experience in working with trauma victims, which includes sexual harassment and discrimination.

- b. As of October 24, 2025, how many counselors “with expertise related to sexual harassment and discrimination” does the FDIC employ, either directly or through contractors?**

The FDIC continues to offer employees 8 dedicated clinical counselors with the expertise to provide support on a wide range of topics, including 6 with specialized experience in working with trauma victims, which includes sexual harassment and discrimination.

- c. As of January 19, 2025, how many Employee Resource Groups existed at the FDIC? Did each Employee Resource Group have access to a dedicated mental health counselor? If not, which did not have access, and why?**

As of January 19, 2025, there were 9 Employee Resource Groups (ERGs). As FDIC employees, ERG members had access to mental health counselors through the Employee Life and Career Development section.

- d. As of October 24, 2025, how many Employee Resource Groups exist at the FDIC? Does each Employee Resource Group have access to a dedicated mental health counselor? If not, which do not have access, and why?**

As of October 24, 2025, there are no active ERGs. All employees still have access to mental health counselors through the Employee Life and Career Development section

- 11. The FDIC claims that, as of June 2025, the “Chairperson and all individuals who directly report to the Chairperson” have met “with representatives across the organization to solicit input for the implementation process” for recommendations outlined in the Cleary Gottlieb report. Provide an overview of these meetings, including:**

- a. Which individuals (including the Chairperson) were tasked with meeting with FDIC representatives.**
- b. When such meetings took place.**
- c. From which offices, regions, and divisions the “representatives across the organization” came from.**
- d. A summary of the recommendations provided to FDIC leadership during these meetings.**

In 2025, Acting Chairman Hill held town halls with all Division and Offices in Washington, DC and in numerous FDIC offices across the country, where he has addressed workplace culture issues and answered employee questions. Other senior leaders have also engaged in extensive outreach to solicit input.

12. Summarize the specific steps the FDIC has taken to implement the following action items as of October 24, 2025. If no steps have been taken, explain why.

- a. “Ensure consequences for individuals found liable of sexual harassment align with the seriousness of the misconduct.”**

Today, intake, investigation, and accountability with respect to sexual harassment are handled by OPC. OPC intakes, investigates, oversees (and in some cases decides) discipline, and defends disciplinary appeals for complaints of sexual harassment. OPC operates a hotline and has established other processes where employees and other individuals can file complaints about sexual harassment, among other types of complaints. If allegations are substantiated, OPC may take or recommend appropriate corrective action. Outside of its own staff of professional investigators, OPC also utilizes third-party law firms to conduct investigations, as does OEEA. OPC tracks disciplinary actions taken; tracking and maintaining the penalties ensures that actions are commensurate with the underlying misconduct, consistent, and unbiased.

In June 2025, OPC established an internal standard operating procedure that ensures a consistent and defensible process for how OPC will determine, take, and defend actions for substantiated misconduct within OPC's scope. It outlines processes, timelines, and the separation of functions between the investigative process and the disciplinary process to ensure appropriate due process if discipline is proposed.

- b. “Expand[] the use of tables of penalties or other tools or framework to ensure that disciplinary action is consistently applied for like or similar misconduct.”**

As noted in response to question 12a, the FDIC has centralized accountability and accountability oversight for harassment and other interpersonal misconduct cases. This centralized process ensures that discipline that is proposed or recommended is consistent.

- c. “Implement policies to prohibit hiring those who have previously engaged in sexual harassment or other serious misconduct (including procedures to ensure due diligence in hiring, or establish procedures to safeguard employees if the law prohibits such actions.”**

The OPM suitability process is a federal government evaluation of a candidate's character and conduct to determine if they are trustworthy for federal employment. This involves a background investigation to assess factors like honesty, integrity, and reliability, with the goal of protecting the integrity and efficiency of the federal service. If an individual is found to be unsuitable, agencies can take actions to deny employment or, for current employees, to remove them from their position. As part of the declaration of employment, Official Form 306, potential employees are required to answer if they have been fired, quit before being fired, or left by mutual agreement, or were disbarred from Federal employment.

- d. “Assess whether any aversion to risk, including litigation risk, associated with taking adverse personnel actions unduly impacts addressing sexual harassment or other serious misconduct in a manner that aligns with organizational values.”**

As noted in the Cleary Report,¹ the FDIC’s historical aversion to litigation risk was one reason for the lack of accountability for misconduct at the agency. Based on guidance from the Acting Chairman, the FDIC has adopted more stringent standards for settling complaints or appeals and has focused first and foremost on ensuring accountability.

- e. “Update policies to prohibit the payment of bonuses to any individual found to have committed sexual harassment and to delay bonuses for any employee being investigated for sexual harassment or other serious misconduct, until cleared of any wrongdoing.”**

In December 2024, the Board approved a resolution that prohibited managers and executives who engaged in harassment, discrimination, or retaliation from receiving a performance bonus for the 2024 rating cycle. In August 2025, the Board approved a resolution providing that, for future rating cycles, if the FDIC takes disciplinary or adverse action against an employee because the employee engaged in harassment, discrimination, or retaliation, the FDIC will reduce or not pay awards or bonuses during the rating cycle in which disciplinary action or adverse action is taken.

- f. “Determine whether other actions are appropriate for individuals found to have engaged in sexual harassment (e.g., demotion, restricting promotion opportunities).”**

See response to 12a.

- g. “Update applicable criteria and withhold bonus opportunities for failure to implement or follow the FDIC Action Plan for a Safe Work Environment.”**

See response to 12e.

- h. “Update leadership performance standards to better support accountability for sexual harassment detection and prevention.”**

See response to 9a.

¹ Cleary Gottlieb Steen & Hamilton LLP, *Report for the Special Review Committee of the Board of Directors of the Federal Deposit Insurance Corporation* (Apr. 2024) at 106 (“[T]he overwhelming sentiment expressed in our review was that the FDIC was filled with too many ‘seasoned employees who are risk averse’ and that the FDIC was too risk-averse in general. This has led to those involved in misconduct not being made to face sufficient discipline for fear of litigation. Many refer to the FDIC as litigation or risk averse when describing the FDIC’s response to issues of sexual harassment, discrimination, and other forms of interpersonal misconduct.”).

- i. “Revise performance review for all executives and managers to include assessments of the individual’s compliance with the FDIC’s values and the Code of Workplace Conduct.”**

See response to 9a. We have incorporated a workplace culture standard into our performance management program, and have revised performance reviews for all executives and managers to include assessments of the individual’s compliance with the FDIC’s values and our Code of Workplace Conduct.

- j. “Implement a 360-degree review process for the Chairperson, all individuals who directly report to the Chairperson, Executive Managers, and anyone who has responsibility for an Action Plan committee or for implementing” workplace culture-related recommendations.**

During 2024, division and office directors completed 360-degree appraisals. The FDIC believes in the value of honest feedback for individuals at all levels throughout the organization.

- k. “Develop longevity-related data that tracks the years in-position for all senior executives and managers to enable the FDIC to conduct pulse checks in Field Offices, Regions, and Divisions/Offices that have had senior leaders in position for significant periods.”**
 - i. As of October 24, 2025, how many pulse checks has the FDIC completed? When and where did these pulse checks take place?**
 - ii. Summarize the results of these pulse checks.**

The FDIC has conducted pulse checks and other reviews, and maintains longevity-related data for executives and managers.

- l. “Conduct annual listening sessions in any Field Office, Region, or Division/Office whose leaders has been in place for more than 5 years.”**
 - i. As of October 24, 2025, how many listening sessions has the FDIC held in calendar year 2025? When and where did these listening sessions take place?**
 - ii. Summarize the information gathered during these listening sessions.**

In 2025, Acting Chairman Hill held town halls with all Division and Offices in Washington, DC and in numerous FDIC offices across the country. In addition, OPC and OEEEO leaders have attended numerous Division and Office all-hands meetings, briefed employees and managers on the new processes, and offered additional real-world examples of harassment, interpersonal misconduct, discrimination, and retaliation. Other Division Directors promoted to their positions in 2025 have also held town halls in offices across the country.

- m. “Issue revised draft directive on anti-harassment to include a more detailed definition of sexual harassment and provide a plain language explanation of**

existing anti-retaliation protections for individuals who report cases of sexual harassment or otherwise expose discriminatory practices.”

The FDIC updated its [Anti-Harassment Directive](#) to include a clear definition of harassment and explain the agency’s duty to investigate and stop harassment, among other updates. The directive also includes specific examples of harassment, with other examples found on OPC’s intranet site.

The FDIC also updated its [Anti-Retaliation and Whistleblower Protection Rights Directive](#) to reinforce employees’ rights to be free from retaliation; requiring managers to report allegations of retaliation; and, in accordance with law, prescribing no less than a three-day suspension (for a first offense) and removal (for a second offense) if an individual engages in retaliatory activity prohibited by the Directive.

n. “Develop procedures and guidelines to prepare close-out letters to be issued to filers of harassment complaints.”

As part of its process, OPC notifies a complainant, subject, and the subject’s manager when an investigation is complete, including whether allegations are substantiated or not substantiated. OPC also conducts a closing conference with a complainant to walk them through its analysis and conclusion and address any questions that they may have. These processes are memorialized for OPC staff in standard operating procedures issued in June 2025.

OEEEO follows the EEOC’s regulations and Management Directives in processing EEO harassment complaints, including providing copies of the Report of Investigation to individuals filing a harassment complaint.

o. “Seek opportunities to enhance all exit surveys conducted at the agency to better identify harassment as a factor in an employee leaving [the] agency.”

The FDIC implemented a project to incorporate content from division-specific surveys into the corporate-wide exit survey and then sunset previous division-specific surveys. The survey questions were revised as part of this project. In asking respondents about their decision to leave, there are now three response options that allow respondents to identify harassment as a factor in leaving.

In addition, open-ended questions allow respondents to provide additional details on their reasons for leaving and comments are shared with OPC and OEEEO.

p. “Develop more robust Standard Operating Procedures reflecting best practices for handling of complaints and investigations of the Anti-Harassment Policy, Anti-Fraternization Policy, and Anti-Retaliation Policy.”

As noted in response to 12m, the FDIC updated its anti-harassment and anti-retaliation directives to ensure that they reflect how complaints can be filed and will be processed,

including establishing timeframes and goals. The FDIC also issued a directive about personal relationships in the workplace.

In June 2025, OPC established standard operating procedures (SOP) for its staff on intaking, investigating, and resolving complaints to ensure a consistent, impartial, and thorough approach. The SOP provides the procedures for 1) handling case records and documentation; 2) communicating the status of investigations; 3) developing, reviewing, and approving reports of investigation; and 4) closing cases. OPC also established an SOP on how it handles actions when such allegations are substantiated. *See response to question 12a.*

- q. “Review travel policies to determine if any of these policies are negatively impacting the FDIC’s culture and environment. Develop needed modifications based on this assessment to improve employee’s safety and well-being, and retention.”**

See response to 8.

- r. “Consider expanding [the] cadre of EEO counselors to include locations in regional offices to better understand local dynamics, address issues specific to each location, and provide better accessibility and support to employees located outside of headquarters.”**

OEEEO anticipates EEO specialist presence in most regional offices.

- s. “Conduct a culture assessment on a periodic basis to gain insight into organizational dynamics, employee engagement, and overall work environment, monitor progress in improving culture, and identify areas needing improvement.”**

The FDIC is developing a climate survey to assess and monitor the cultural transformation process and identify areas needing improvement.

- t. “Consider providing additional resources to supervisors to help improve culture within their local teams while ensuring alignment with overall FDIC goals.”**

The FDIC’s Human Resources Organization (HRO) is developing a Human Capital Leadership Council to support division and office leaders and to discuss workforce issues, which will include how to translate workforce survey results into action plans.

- u. “Facilitate listening sessions across the FDIC to foster an environment of open and respectful dialogue.”**

See response to 11.

- v. **“Conduct regular reviews of Field, Region, and Headquarters offices to ensure compliance and consistency with FDIC directives related to sexual harassment, antiharassment, and equal employment opportunity.”**

The FDIC has developed a comprehensive internal review work program with document request items and associated work steps.

- w. **“Develop and implement an annual survey that solicits feedback on the effectiveness of the Anti-Harassment Policy, Equal Opportunity Policy, Anti-Fraternization Policy, and Anti-Retaliation Policy, as well as the procedures for taking complaints and conducting investigations.”**

See response to 12s (climate survey).

- x. **“Develop a process for assessing whether disciplinary action taken against an individual for violations of the Anti-Harassment Policy, the Equal Opportunity Policy, Anti-Fraternization Policy, and Anti-Retaliation Policy has been effective.”**

OPC is responsible for recommending, taking, and overseeing corrective actions to stop harassment and interpersonal misconduct and evaluating the effectiveness of those actions. For example, if an individual is reprimanded for yelling at a colleague and OPC subsequently substantiates the same or new conduct against the individual, the discipline taken would be more severe and could include removal.

13. Provide copies of the following documents:

- a. **The FDIC’s Anti-Harassment Policy in effect as of October 24, 2025, including sections addressing Mandatory Reporting Obligations. Explain any updates made to the Mandatory Reporting Obligations as of May 2025.**

See the following link: [FDIC Directive 2710.03, Anti-Harassment Program](#).

The updates included a mandatory reporting obligation. No updates have been made since May 2025.

- b. **The FDIC’s Anti-Fraternization Policy in effect as of October 24, 2025.**

This document was developed for internal use and has not been made public.

- c. **The FDIC’s Anti-Retaliation Policy in effect as of October 24, 2025.**

See the following link: [FDIC Directive 2400.02, Anti-Retaliation and Whistleblower Protection Rights](#)

d. The FDIC's Student Resident Center residence-specific code of conduct in effect as of October 24, 2025.

This document was developed for internal use and has not been made public.

i. Describe the FDIC's actions to "increase monitoring by security guards in common areas" at the Student Resident Center.

The FDIC increased patrol frequency to every hour for the Student Residence Center (SRC), which includes the SRC floors, rooftop terrace, fitness center, and parking garages. Additionally, the FDIC upgraded cameras in the SRC lobby, rooftop terrace, and fitness center from single lens to multi-lens that provide panoramic views for better monitoring. Officers are required to report and intervene on any observations of an occupant with alcohol in the SRC/common areas.

ii. Has the FDIC implemented a Resident Assistant Program? If so, provide a description of the program. If not, why not?

FDIC's Corporate University (CU) created the Dean of Students role that serves as a point of contact for residents attending CU training courses in Virginia Square and Dallas. The Dean is a liaison between participants, instructors, CU staff, and FDIC divisions and offices on matters related to academic and personal issues that may arise during training activities.

Additionally, the FDIC developed Counselor Contact Cards that contain information about FDIC-offered counseling services available to employees and residents (described in response to question 1d above). Security officers assigned to the SRC have contact cards in their possessions to offer to residents involved with traumatic events.

Allegations of harassment and other interpersonal misconduct at the SRC are also required to be reported to OPC by FDIC managers to ensure that they are reviewed, investigated, and, if allegations are substantiated, result in discipline and accountability.

e. The FDIC's grievance policies in effect as of October 24, 2025. Explain any updates made to the policy as of March 2025.

The FDIC's grievance policy was developed for internal use and has not been made public.

f. The FDIC's Code of Workplace Conduct in effect as of October 24, 2025.

See the following link: [Code of Conduct | FDIC.gov](https://www.fdic.gov/code-of-conduct/)

g. The FDIC's Equal Opportunity Policy in effect as of October 24, 2025.

This document was developed for internal use and has not been made public.

14. Provide copies of all internal communications sent to FDIC employees in calendar year 2025 regarding the FDIC's implementation of its Action Plan, sexual harassment, workplace discrimination, and other culture issues.

These documents were developed for internal use and have not been made public.

15. Provide copies of all communications, including but not limited to documents, audits, and recommendations, from Independent Transformation Monitor Carrie Cohen to the FDIC and its employees, including any internal communications shared via email, text, or FDIC intranet databases.

These documents were developed for internal use and have not been made public.