



UNITED STATES COMMISSION ON CIVIL RIGHTS

1331 Pennsylvania Ave, NW • Suite 1150 • Washington, DC 20425 www.usccr.gov

Date: January 2026

TO: All Commission Employees

FROM: Marik Xavier-Brier
Acting Deputy Staff Director
U.S. Commission on Civil Rights

A handwritten signature in black ink, appearing to read "Marik Xavier-Brier", written over the typed name in the "FROM:" field.

SUBJECT: Policy Statement on Workplace Safety and Health

Under the Occupational Safety and Health Act employers are responsible for providing a safe and healthy workplace. The U.S. Commission on Civil Rights (the "Commission") actively promotes a safe environment by setting and enforcing standards established by the Occupational Safety and Health Administration (OSHA), and by providing training, outreach, education and assistance. Our policy is to:

- Provide a workplace free from recognized health and safety hazards;
- Establish Commission procedures for responding to workplace emergencies;
- Report unsafe and unhealthy working conditions to the appropriate officials;
- Provide for approved personal protective equipment, as needed;
- Inspect all workplaces for safety hazards;
- Post public notices of unsafe or unhealthful working conditions found during inspections
- Correct conditions as soon as possible that involve imminent danger;
- Keep appropriate records as required by OSHA;
- Conduct occupational and safety training for top management, supervisors, and employees;
- and
- Comply with all OSHA occupational safety and health standards and rules.

We need your assistance to ensure our success in maintaining a safe working environment. Do not ignore any safety and health hazards that you observe. If you observe or experience any hazardous or unhealthy situations, report it immediately to a supervisor or manager. Supervisors and managers who receive such reports should seek advice from the Human Resources Division at 202-376-8364 to inquire about incident investigations and to initiate appropriate action.

I will support every effort made by managers, supervisors and agency specialists in resolving any situations that endanger the safety and health of Commission employees, contractors, interns and visitors. The agency will consider all employee suggestions and recommendations for improving the overall effectiveness of the agency's safety and health program. The Commission is committed to ensuring the safety of everyone. If you have any questions about this policy statement, please do not hesitate to contact me or the Human Resources Division at 202-376-8364.