

DIRECTOR OF NATIONAL INTELLIGENCE  
WASHINGTON, DC

**Director's Statement on Equal Employment Opportunity**

As Intelligence Community (IC) professionals, we are charged with providing unbiased situational awareness of global threats and support our nation's leaders in preventing emergent threats to our nation's security. In doing so, we have taken an oath to support and defend the Constitution of the United States, and we must work tirelessly to defend the laws that strengthen our democratic foundation, especially those that promote equal employment opportunity (EEO). To lead a stronger IC, we must also work together to identify policies and practices that disadvantage underserved communities, and we must ensure equity considerations are applied. As the leader of the Office of the Director of National Intelligence (ODNI) workforce, I am charging you to adhere to EEO laws and policies and to contribute to a workplace culture of inclusion, equity, and civility.

Federal laws, regulations, and policies prohibit discrimination based on race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, age (40 and over), mental or physical disability, and genetic information. Executive Orders safeguard against harassment and discrimination based on parental status. Federal laws and ODNI policies prohibit retaliation for participating in the EEO process, reporting harassment, providing information related to such complaints, and other protected activities opposing employment discrimination.

Personnel who experience or witness discrimination, harassment, bullying, or other adverse personal treatment should report such behavior to a manager or supervisor, the Employee Management Relations Officer (EMRO), Office of General Counsel (OGC), or the ODNI Equal Employment Opportunity and Intelligence Community Diversity (EEO-ICD) Office. To seek redress, aggrieved individuals are required to report potential violations of these laws and policies to EEO-ICD within 45 calendar days of experiencing conduct believed to be discriminatory.

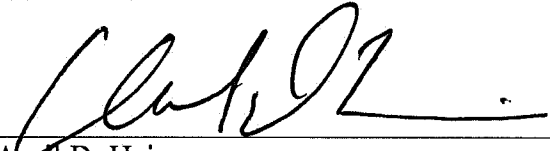
I expect to observe people-centric leadership at all levels, from senior leaders to first line managers and supervisors. As DNI, I will model professionalism, empathy, and a relentless pursuit of excellence in all that ODNI undertakes. In every way, we must hold ourselves accountable for results. Management officials must take immediate action if they learn of harassing or inappropriate behavior. This includes intervening to stop inappropriate behavior and referring concerned individuals to the appropriate redress office. Management officials may consult with OGC for legal advice. EEO-ICD should be informed before any corrective action is taken in response to an allegation of either discrimination or unlawful harassment.

Diversity, inclusion, equity, and equal employment opportunity are mission imperatives within the IC. We see these imperatives quickly emerging as one of the top national security issues of our time. To meet this challenge, we must invest in ourselves, the greater IC, and our strategic partners to advance equality of opportunity.

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SUBJECT: Director's Statement on Equal Employment Opportunity

I look forward to working with you to guide organizational behavior, values, and ethos while following data-driven approaches. We are working towards improving the accountability, equality of opportunity, and inclusion in all corners of the ODNI workplace and across the IC.



Avril D. Haines

March 18, 2021

Date

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