

DIRECTOR OF NATIONAL INTELLIGENCE  
WASHINGTON, DC

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

As the head of the Intelligence Community, the Office of the Director of National Intelligence (ODNI) is uniquely positioned to lead the way in cultivating more respectful and inclusive work environments across the Community by demonstrating our commitment to these principles in our own workplace. In the pursuit of these principles, and in accordance with federal laws and regulations, ODNI must ensure that equal employment opportunities are extended to all employees and applicants for employment, regardless of their race, color, sex (including pregnancy, sexual orientation, and gender identity), national origin, religion, age (40 and over), mental or physical disability, and genetic information. Additionally, in accordance with Executive Order 13152, ODNI policy safeguards against discrimination and harassment based on parental status.

Various federal laws and related policies additionally ensure that employee rights are protected and everyone gets a chance to compete and succeed on a fair and level playing field in the workplace. ODNI encourages all employees to exercise their rights under such anti-discrimination protections. Furthermore, any retaliation against those who engage in protected activity will not be tolerated. Indeed, federal laws and ODNI policies prohibit retaliation for participating in the equal employment opportunity (EEO) process, reporting discrimination and harassment, providing information related to such complaints, and other protected activities opposing employment discrimination.

Moreover, it is worth understanding that these safeguards apply broadly. Federal laws, Executive Orders, and related policies, which are designed to guarantee a workplace that advances equal employment opportunity for all, cover personnel/employment programs, management practices, and decisions, including, but not limited to, recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation.

ODNI also does not tolerate workplace harassment in any form, and it is imperative that we swiftly correct all harassing behavior before it becomes severe or pervasive. Personnel who experience or witness discrimination, harassment, bullying, or other adverse personal treatment—during or after work hours—should report such behavior to a manager or supervisor, the Employee Management Solutions Group (EMSG), Office of the Ombudsman, or the ODNI Office of Equal Employment Opportunity (Office of EEO). Managers and supervisors who become aware of such behavior must inform the Office of EEO and EMSG before any corrective action is taken in response to an allegation of either discrimination or unlawful harassment. To seek redress for discrimination, aggrieved individuals are required to report potential violations of the laws and policies described above and below to the Office of EEO within 45 calendar days of experiencing conduct believed to be discriminatory.

ODNI remains dedicated to creating additional avenues for protecting our workforce and creating an environment in which all ODNI officers can flourish. To further cultivate equal opportunity safeguards, ODNI's Sexual Harassment and Assault Response and Education (SHARE) Program is a dedicated resource for all ODNI officers who need support and guidance

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regarding response to and prevention of sexual harassment and assault. In partnership with EMSG and the Office of EEO, the SHARE program is one more way in which ODNI offers support to our officers and is taking steps to create a more equitable and inclusive workplace for all personnel.

In sum, ODNI continually seeks to improve its processes and programs to demonstrate to our Intelligence Community partners a workplace that is free from discrimination and harassment.



Avril D. Haines

April 2, 2024

Date