

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 equal employment opportunity for all employees and applicants for employment, regardless of their race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, 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.

All of these safeguards are not just a matter of ODNI policy. Various federal laws 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. For example, the Equal Pay Act of 1963 prohibits employers from paying different wages on the basis of sex for performing equal work in the same workplace. The Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, sex, national origin, and religion. The Age Discrimination in Employment Act of 1967 prohibits discrimination on the basis of age, and the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and the Americans with Disabilities Amendments Act of 2008 all prohibit discrimination on the basis of disability. The Genetic Information Nondiscrimination Act of 2008 prohibits discrimination on the basis of genetic information. These laws and related policies guarantee a workplace that advances equal employment opportunity for all.

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 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 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 encourages all employees to exercise their rights under all anti-discrimination protections; reprisal against anyone who engages 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.

SUBJECT: Director's Statement on Equal Employment Opportunity

Our focus on EEO extends even further. ODNI incorporates equal employment opportunity safeguards, initiatives, and best practices into all 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. Further, all managers, supervisors, team leads, and anyone in a position that inspires or leads others are responsible for promoting equality of opportunity in the workplace and protecting our advancements in diversity, equity, inclusion, and accessibility. To this end, leaders must partner with diversity and EEO professionals to identify and remove any institutional, attitudinal, and physical barriers to equal opportunity found within the workplace.

We will continue striving to be a model workplace that is free from discrimination, ensures everyone gets a fair chance to succeed, and cultivates the best from our Intelligence Community.



Avril D. Haines

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Date