

OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE  
WASHINGTON, DC**Acting Director's Statement on Equal Employment Opportunity**

As intelligence professionals in the Office of the Director of National Intelligence (ODNI), we share the responsibility to foster a work environment that inspires trust and solidarity to do our job and do it well. To achieve this end, we must promote and value diversity and inclusion. I am committed to ensuring that every ODNI officer contributes to our vital mission without the distraction of discrimination, harassment, or unprofessional conduct.

With your help, the ODNI will be a model federal workplace where equal employment opportunity rights are protected. This requires each of us to ensure that our behavior and communications are civil, respectful and professional. All leaders of the Intelligence Community signed *A Pledge to Our People*, attached to this Statement. I also am committed to leading the initiatives outlined in the Pledge and to holding all managers and supervisors accountable for building teams and an environment that positively shape our culture and enable our mission.

Our 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 protect ODNI officers from harassment and discrimination based on parental status. These laws and policies establish the framework for our conduct. To seek redress, employees are required to report potential violations of these laws and policies to the Intelligence Community Equal Employment Opportunity and Diversity Office (IC EEOD) within 45 calendar days of experiencing such conduct. It is imperative that we create an environment that encourages reporting without fear of retaliation. Federal laws and ODNI policies prohibit retaliation for opposing employment discrimination, participating in the equal employment opportunity (EEO) process (including previous EEO activities), reporting discrimination and harassment, and for providing information related to such complaints.

Personnel who either experience or witness discrimination, harassment, bullying, and other adverse personal treatment should report such behavior to a supervisor, manager, individual with authority, the Employee-Management Relations Officer, or the IC EEOD. Officials made aware of either allegations of discriminatory conduct or harassment must take immediate action to stop the behavior and refer the individual who is the subject of the conduct to the appropriate redress office. Management officials must also consult with IC EEOD before initiating any corrective action in response to an allegation of either discrimination or harassment.

I embrace the honor of leading an ODNI culture built on integrity and respect. Thank you for your continued commitment to this shared vision by upholding the principles of equal employment opportunity, diversity, and inclusion.



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Richard A. Grenell  
Acting Director

Date

4/29/20