



Director of National Intelligence

---

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

The Office of the Director of National Intelligence (ODNI) is committed to ensuring equal employment opportunity (EEO) consistent with the principle that asserts all people should have the right to work and advance on the basis of merit, qualifications, and job-related criteria. Federal laws require EEO for all employees and applicants for employment, regardless of their race, color, religion, sex, national origin, age, mental or physical disability, pregnancy, childbirth, or related medical condition, and genetic information. Additionally, in accordance with Executive Order 13152, ODNI policy safeguards against discrimination and harassment based on sexual orientation and parental status. Prohibited discrimination includes any employment-related action motivated, even in part, by these protected characteristics.

Federal laws and ODNI policies also prohibit retaliation for participating in the EEO process, reporting/opposing discrimination and harassment, providing information related to such complaints, and any other protected activities. EEO principles are designed to promote employment opportunity in all employment actions, such as actions that affect the terms and conditions of employment, hiring, merit promotion, transfer, work assignments, training and career development, benefits, and separation.

ODNI also does not tolerate workplace harassment. Personnel who experience or witness discrimination, harassment, or other adverse personal treatment—during or after work hours—should report such behavior to a manager or supervisor, and/or the ODNI Office of Equal Employment Opportunity (OEEO). Managers and supervisors who become aware of such behavior should inform the OEEO of any corrective action 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 OEEO within 45 calendar days of experiencing conduct believed to be discriminatory.

To further ODNI equal opportunity safeguards, ODNI's Sexual Harassment and Assault Response and Education Program is a dedicated resource for all ODNI officers who need support and guidance regarding response to and prevention of sexual harassment and assault.

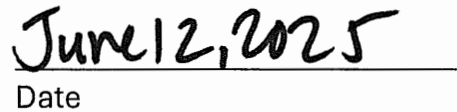
UNCLASSIFIED

SUBJECT: Director's Statement on Equal Employment Opportunity

In summation, ODNI is required to operate in compliance with the civil rights laws of the United States to promote a model workplace for the Intelligence Community free from statutorily prohibited discrimination and harassment ensuring the right to work and advance on the basis of merit and ability.

A handwritten signature in black ink, appearing to read 'Tulsi Gabbard', written over a horizontal line.

Tulsi Gabbard

A handwritten date 'June 12, 2025' in black ink, written over a horizontal line.

Date

UNCLASSIFIED