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DIRECTOR OF NATIONAL INTELLIGENCE
WASHINGTON, DC

Director's Statement on Equal Employment Opportunity

Diversity, inclusion, and equal employment opportunity are essential to the United States Intelligence Community's mission. We cannot allow harassment or discrimination to derail our mission.

Federal laws 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. Moreover, federal laws and Office of the Director of National Intelligence (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 experience or witness discrimination, harassment, bullying, or other adverse personal treatment should report such behavior to a supervisor or manager, the Employee-Management Relations Officer, Office of General Counsel (OGC), or the Intelligence Community Equal Employment Opportunity and Diversity Office (IC EEOD). To seek redress, employees are required to report potential violations of these laws and policies to IC EEOD within 45 calendar days of experiencing such conduct.

I expect officials to take immediate action if they learn of harassing or inappropriate behavior, including intervening to stop the behavior and referring concerned individuals to the appropriate redress office. Management officials may also consult with OGC and management officials must inform IC EEOD before initiating any corrective action in response to an allegation of either discrimination or harassment.

With your help, the ODNI will be a model equal employment opportunity organization. This requires each of us to ensure that our behavior and communications are civil, respectful, and professional. I am committed to ensuring that the Intelligence Community holds all managers and supervisors accountable for building teams and an environment to positively shape our culture and enable our mission.



John Ratcliffe

July 16, 2020

Date

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