

DIRECTOR OF NATIONAL INTELLIGENCE
WASHINGTON, DC 20511

Director's Statement on Equal Employment Opportunity

To advance our mission, the Office of the Director of National Intelligence (ODNI) must foster a workplace that promotes and values diversity and inclusion, while prohibiting discrimination, harassment, and unprofessional conduct.

As I stated previously, and emphasize again in the strongest way possible, each of us must exhibit respectful conduct and communications consistent with that of a model workplace – and we must be swift to correct behaviors that marginalize its members. All members of this workforce are to conduct themselves in accordance with these standards. Managers and supervisors are accountable for ensuring the workplace meets these standards.

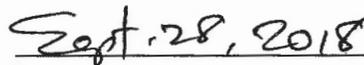
Our laws, regulations, and policies prohibit discrimination based on race, color, religion, sex (including pregnancy, sexual orientation, gender identity or expression, and transgender status), national origin, age (40 and over), mental or physical disability, and genetic information. Executive Orders protect ODNI officers from harassment and discrimination based on parental status. Federal laws and ODNI policies¹ also prohibit retaliation for opposing employment discrimination, participating in the equal employment opportunity (EEO) process (including previous EEO activities), reporting discrimination, or providing information related to such complaints. These laws and policies establish the framework for our conduct. Moreover, we must foster an environment that encourages reporting without fear of reprisal.

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 Intelligence Community Equal Employment Opportunity and Diversity Office (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.

It is my honor to lead the ODNI's talented, mission-driven workforce. Thank you for your continued commitment to equal employment opportunity, diversity, and inclusion.



Daniel R. Coats



Date

¹ See Instruction 120.01, [Anti-Harassment and Anti-Bullying Policy](https://intelshare.intelink.ic.gov/sites/dni-msd/cpm/Documents/Anti-Harassment%20and%20Anti-Bullying%20Policy.pdf) (February 6, 2017), <https://intelshare.intelink.ic.gov/sites/dni-msd/cpm/Documents/Anti-Harassment%20and%20Anti-Bullying%20Policy.pdf> and Instruction 120.02, Equal Employment Opportunity Discrimination Complaint System (February 6, 2017), <https://intelshare.intelink.ic.gov/sites/dni-msd/cpm/Documents/Equal%20Employment%20Opportunity%20Discrimination%20Complaint%20System.pdf>