

Director's Anti-Harassment Statement

It has always been my leadership philosophy to employ, develop, and retain a cadre of employees who represent the best of American talent in order to combat increasingly complex threats to our Nation. Consistent with that message, the Office of the Director of National Intelligence (ODNI) must uphold the highest standards of integrity and professionalism—where each person is treated with dignity and respect and can thrive in an environment that is free from discrimination, harassment, or retaliation for reporting issues of concern.

Harassment of any kind is unacceptable. Conduct that consists of offensive or derogatory remarks about a person's race, color, national origin, religion, gender, sexual orientation or gender identity, physical or mental disability, genetic characteristics, or age will not be tolerated in the ODNI workplace. This type of behavior can lead to a hostile work environment and may violate a person's federal civil right to work in an environment that is free from discrimination.

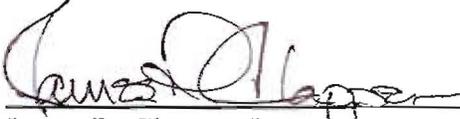
Discriminatory conduct can manifest in many ways, such as verbally (e.g., name-calling, sarcastic remarks, snickering, mocking); in writing (e.g., pictures, cartoons, words, or jokes reduced to paper or sent electronically); or demonstrative (e.g., gestures that mock a person's national origin, gender, race, age, religion, or disability). The victim is not only the person harassed, but can be anyone in the workplace who is affected by the offensive conduct. Do not participate in, or allow, any form of workplace harassment to occur overtly or covertly. It is the responsibility of each of us to monitor our personal conduct to ensure we avoid creating offense to others to the extent possible, and the responsibility of each manager and supervisor to promptly and effectively address inappropriate or harassing conduct and to discourage its repetition.

An employee who is being harassed should communicate to the other person that the conduct is unwelcome and must stop immediately, although such communication is not a prerequisite to seeking assistance from others. Employees may report harassment to their immediate supervisor or a manager outside of their chain-of-command. They should also contact the Office of Intelligence Community (IC) Equal Employment Opportunity and Diversity (EEO) in the ODNI for further guidance if they believe the harassment is based on race, color, ethnicity, religion, national origin, gender, sexual orientation, age, disability, genetic information, or reprisal for speaking out against discriminatory practices.

Employees have the right to work in a harassment-free workplace and the right to raise allegations of harassment or discrimination without fear of retaliation for reporting this information or assisting in an EEO-related investigation. Employees have a right to expect prompt response to reported incidents of harassment and to know that management will take timely, appropriate action to stop the harassment and prevent its recurrence.

I expect and rely on every ODNI employee to reflect a high standard of professional behavior at all times. As employees of an agency that has established itself as a steadfast guardian of our Nation's security, each of us is responsible for treating others with dignity and respect befitting

the value we place on diversity, and for contributing to a workplace free from unlawful harassment. Employees seeking additional information on the harassment complaint system can refer to the CIA's AR 9-2, which the ODNI currently follows.



James R. Clapper, Jr.

13 JAN 2011

Date