



Director of National Intelligence

ES 2026-00149

MEMORANDUM FOR DISTRIBUTION

SUBJECT: 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 all people have the right to work, compete, and advance based on merit, qualifications, and job-related criteria. Federal laws mandate EEO for all employees and applicants for employment, regardless of their protected characteristics (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 against any individual 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 recruitment, interviewing, hiring, and other terms, conditions, and privileges of employment to include training, professional development, promotion, retention, discipline, and separation, without consideration of protected characteristics.

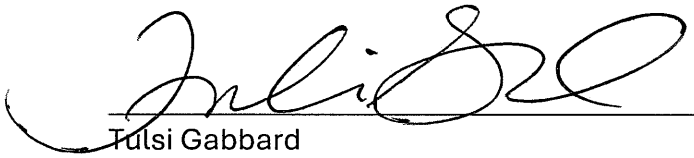
ODNI also does not tolerate workplace harassment. Personnel who experience or witness discrimination, harassment, or other adverse personal treatment—during or after work hours—should report such behavior to a manager or supervisor, and/or the ODNI Office of Equal Employment Opportunity (OEEO). Managers 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.

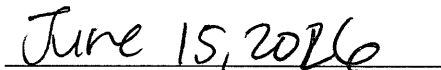
To further ODNI equal opportunity safeguards, ODNI's Sexual Harassment and Assault Response and Education Program serves as a dedicated resource for all ODNI

SUBJECT: Statement on Equal Employment Opportunity

officers, providing support, guidance, and prevention strategies regarding response to and prevention of sexual harassment and assault.

It is President Trump's policy not to tolerate any unlawful discrimination in the federal workplace. ODNI is committed to enforcing 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.

  
Tulsi Gabbard

  
Date