A Pledge to Our People

As the leaders of the United States Intelligence Community, we help create the standards that govern our workforce, shape our culture, and enable our mission. While our role in protecting our nation is vitally important, the people who protect our nation are equally important. Our mission can only be accomplished through the dedicated service of intelligence professionals, whom we expect to conduct themselves, and be treated, in a manner that is characterized by respect, civility, and professionalism.

Over the past several months, we have engaged in meaningful and direct discussions about sexual harassment. Any workplace harassment, or other forms of discrimination, is contrary to our standards of professionalism, and we will not tolerate it in our workplace.

Today, we commit to implementing stronger measures to identify and address all forms of discrimination in the Intelligence Community (IC). Our work ahead will require the commitment of every IC leader and professional, and includes the following steps:

1. **SHARED ACCOUNTABILITY.** We acknowledge our ultimate accountability for taking proactive measures to prevent harassment and discrimination. We will proactively seek to understand the extent to which harassment is occurring in our workplace. We also will ensure there are adequate and safe reporting channels, with measures to safeguard against retaliation;

2. **RESPONSIBILITY AT ALL LEVELS.** We insist that all managers uphold their responsibility to prevent harassment and discrimination and model a culture of civility and professionalism. Reporting unlawful harassment and discrimination should never be just the responsibility of the victim—our intelligence professionals share the responsibility to report harassment and discrimination, and to intervene if witnessing inappropriate behavior in the workplace;

3. **TRANSPARENCY.** We understand that transparency is crucial to the IC's efforts to prevent harassment and discrimination. We will measure the number of reported incidents of harassment within the IC, and track the consequences and outcomes of substantiated incidents. We will regularly share this information with the workforce, while safeguarding individual privacy;

4. **LEADERSHIP TRAINING.** We direct that harassment prevention and empathy training become mandatory elements of IC leadership education, beginning with the front-line manager through the middle and senior leadership ranks. Our IC leaders set the tone within our organizations. In addition to understanding the appropriate way to respond to allegations of harassment and discrimination, all leaders must demonstrate inclusive and empathic leadership skills to build trust and maintain a positive workplace culture; and

5. **EMPLOYEE AWARENESS.** We will lead efforts to promote awareness of our expectations, and ensure that our workforce is aware of their rights and responsibilities. We will increase the availability of resources to educate our workforce. Everyone is expected to know the types of behaviors that constitute harassment, how to access safe reporting channels, and the availability of confidential avenues for support and assistance.

We take these initial steps as a sign of our continual commitment to you. We will continue this critical dialogue, monitor the impact of these steps, and make adjustments as necessary to ensure that the U.S. Intelligence Community remains an employer of choice for all individuals.

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