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DIRECTOR OF NATIONAL INTELLIGENCE
WASHINGTON, DC 20511


Director's Statement on Equal Employment Opportunity


The ability of the ODNI to achieve its mission requires the commitment, talent, and engagement of our entire workforce, working collaboratively in an environment that embraces diversity and leverages its strength. At every level of the organization, we must purposefully seek to ensure that our work environment is characterized by fairness, equity, and inclusion. We must also ensure that our conduct and communications are consistent with that of a model workplace—free from discrimination and harassment, welcoming to all, and swift to correct behaviors that marginalize any member of the workforce.

Discriminatory and harassing behavior will not be tolerated within the ODNI. Equal Employment Opportunity (EEO) laws, regulations, and policies prohibit discrimination based on race, color, religion, sex (including pregnancy and gender identity), national origin, age (40 and over), mental or physical disability, genetic information, or retaliation for prior EEO activity. Executive Orders also protect ODNI officers from harassment and discrimination based on sexual orientation and status as a parent. Examples of prohibited conduct include use of slurs; epithets or name-calling; bullying, intimidating, or abusive behavior; physical assaults or threats; ridicule, mockery, insults, or offensive jokes; and all forms of sexual harassment, such as unwanted sexual advances, sexually charged comments, or requests for sexual favors. These laws and policies establish the framework for our conduct. Moreover, all members of the ODNI workforce are expected to conduct themselves in a manner that is consistent with our ODNI Core Values of *Collaboration, Integrity, and Service*.

We share an obligation to create a work environment where, above all, everyone is treated with dignity, respect, and the utmost esteem and civility. Employees who experience or witness inappropriate conduct, harassment, or discrimination should report such behavior through their supervisory chain of command. When the inappropriate behavior is based on one of the categories protected by Federal EEO laws or regulations, such concern should also be reported immediately to the ODNI's Office of Intelligence Community Equal Employment Opportunity and Diversity.

I am personally committed to ensuring that the ODNI workplace is free from discrimination and harassment, and I charge every ODNI supervisor and manager to take prompt, effective action if faced with a situation that is inconsistent with our goal of a discrimination-free workplace. Managers and supervisors must also create an environment that encourages employees to raise concerns and protects all parties from reprisal. Working together, we will promote equal employment opportunity, sustain an inclusive work environment, and eliminate any behaviors that could debilitate morale or prevent us from the full realization of our intelligence mission.


James R. Clapper


Date

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