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□ JUNE 6, 2017

# **(U) Message from the Director: Zero Tolerance for Harassment and Discrimination**

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Team,

(U) Each of us has a responsibility to promote a workplace free of harassment and discrimination—one where all of our officers are given the opportunity to reach their full potential, while advancing CIA's critical intelligence mission. We must not deviate from this important mandate, and that is why we enforce a zero-tolerance policy on harassment and discrimination at CIA.

(U) Harassment is not just unprofessional, painful, and wrong—it is a form of discrimination prohibited by law when based on membership in a protected category. This type of behavior has a negative impact on all of us. Victims of harassment and discrimination are distracted from our Agency's crucial work, depriving CIA of the full benefit of our officers' talents, knowledge, and experience.

(U) Gina, Brian, and I are personally committed to enforcing a zero-tolerance policy of harassment and discrimination at CIA, and we expect the same from each of you. If you feel you are being harassed or discriminated against, you should immediately report the behavior to any supervisor or manager, or to our Office of Equal Employment Opportunity (OEEEO), which works closely with CIA's Anti-harassment Program Manager to oversee internal harassment inquiries, and implements the federal EEO complaint process. If you witness harassment or discrimination, you must act by stopping the behavior or reporting it immediately to your supervisor or to OEEEO. And you can do so with complete confidence that the senior leadership team and I will protect you from acts of reprisal. We will hold all managers accountable for living by and promoting our zero-tolerance policy.

(U) As we perform our critical work, we must always keep faith with our Agency's core values: service, integrity,

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excellence, courage, teamwork, and stewardship. Harassment and discrimination are incompatible with our Agency's mission and simply have no place here at CIA.

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