



**U.S. Immigration  
and Customs  
Enforcement**

NOV 20 2006

MEMORANDUM FOR ICE EMPLOYEES

FROM: Julie L. Myers   
Assistant Secretary

SUBJECT: Table of Offenses and Penalties

Every employee is responsible for upholding the integrity of U.S. Immigration and Customs Enforcement (ICE) and maintaining the highest standards of ethical and professional conduct. In order to maintain integrity among our workforce, we must ensure accountability.

The attached "Table of Offenses and Penalties" provides guidance to all ICE employees regarding unacceptable behavior and the consequences of such behavior. All employees should read this guide and become familiar with its contents. It is intended to bring accountability, fairness, and consistency to the application of these standards throughout all ICE programs.

As members of a federal law enforcement agency and the Department of Homeland Security, we have a special responsibility to demonstrate the highest level of integrity to the public that we serve and protect on a daily basis. I trust that each of you will observe these guidelines and fulfill your commitment to this agency while carrying out our important mission.

Attachment