



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

MEMORANDUM FOR: All ICE Employees

FROM: John Morton
Director

SUBJECT: Statement of Policy and Intent Regarding Employee Integrity

I write to remind all employees of the special public trust and confidence that we must all honor as we go about our important business as representatives of U.S. Immigration and Customs Enforcement (ICE). As a federal law enforcement agency entrusted with upholding the Constitution and enforcing the customs and immigration laws of this nation, all ICE employees must exhibit the highest standards of integrity and professionalism in their conduct and interaction with the public.

The professional conduct of employees should demonstrate the qualities of integrity, honesty, and loyalty to the United States, a deep sense of responsibility for the public trust, promptness and courtesy in dealing with and serving the public, and a standard of personal behavior that reflects positively upon, and will be a credit to, all employees of ICE and the United States Government.

All employees, regardless of position or rank, are accountable for their choices and actions. Employees who violate the public trust for personal gain or other personal motives, or who compromise their integrity, undermine how the public views them, their co-workers and, in turn, the entire agency. Failure to demonstrate the highest standard of integrity can also interfere with ICE's ability to further the mission that you faithfully carry out each and every day. Consequently, ICE employees must not engage in any conduct or activities that would discredit them, bring ICE into disrepute, or impair the agency's efficient and effective operation.

This memorandum should also serve as a reminder that ICE employees must abide by applicable ICE policies and other rules that govern their conduct at all times, in the United States or abroad. Regardless of local laws or regulations, employees who are permanently stationed abroad or on official travel abroad must abide by the laws, rules, and regulations of the United States. Any ICE employee on official travel abroad is also subject to any rules set forth by the applicable Chief of Mission.

Ethics rules and related policies governing the conduct of ICE employees are available on our website. The ICE Ethics Office and the Office of Professional Responsibility are always available to answer any questions you may have and provide guidance on ethics and prohibited conduct.

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By the authority vested in me as Director of U.S. Immigration and Customs Enforcement, I direct the foregoing policy and intent regarding integrity be communicated to the workforce through the leadership of ICE and implemented forthwith.

Signature



Date

5/29/12