



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

July 27, 2022

MEMORANDUM FOR: All ICE Employees
FROM: Tae D. Johnson
Acting Director
SUBJECT: ICE Anti-Harassment Policy Statement

U.S. Immigration and Customs Enforcement (ICE) is committed to creating and maintaining a workplace that is free of harassment. Harassment is defined as unwelcome conduct (either sexual or non-sexual, and verbal or non-verbal) that interferes with an individual's work performance or creates an intimidating, offensive, or hostile work environment.

Workplace harassment interferes with accomplishing ICE's mission and erodes the trust and confidence employees have in each other. Trust for one another is essential for ICE to successfully perform our critical missions, and it is imperative that every person working within ICE do their part to prevent workplace harassment. ICE leaders, including all ICE managers and supervisors, must see workplace harassment as a direct threat to our core values of integrity, courage, and excellence, and must model appropriate workplace behavior, demonstrate an openness to receive allegations of workplace harassment, and a willingness to take direct and immediate steps to eliminate it. Under certain circumstances, workplace harassment can also be unlawful. ICE, however, prohibits any kind of harassment and considers it misconduct, whether or not it is deemed to be in violation of federal law.

Employees who believe they have been subjected to harassment should report that harassment to the ICE Office of Professional Responsibility (OPR) at 1-877-(b) (7)(E) 246-(b) (7)(E) or via email at (b) (7)(E)@cbp.dhs.gov.

Persons who believe they have been subjected to workplace harassment are also encouraged to raise the issue with a manager or supervisor. Additionally, employees may report harassment utilizing any of the following:

- By contacting the ICE Office of Diversity and Civil Rights at 202-732-(b) (6), (b) (7)(C) or via email at (b) (7)(E)@ice.dhs.gov.
- By contacting the Anti-Harassment Program at 202-997-(b) (6), (b) (7)(C) or via email at (b) (7)(E)@ice.dhs.gov.

- By contacting the Office of Special Counsel (<https://osc.gov/>) alleging discrimination or harassment.

I ask every ICE employee to work with me in our efforts to ensure workplace harassment is never permitted to take hold within our Agency. It is our collective duty to those who have come before us, those working with us today, and to those who would join ICE in the future. Together we can see to it that ICE remains a workplace free of harassment and one in which everyone is treated with respect and dignity.