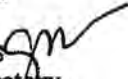




U.S. Immigration
and Customs
Enforcement

APR 25 2006

MEMORANDUM FOR: All Employees

FROM: Julie L. Myers 
Assistant Secretary

SUBJECT: Equal Employment Opportunity and Diversity Policy

U.S. Immigration and Customs Enforcement (ICE) is an organization that affirms and embraces equal employment opportunity and diversity throughout the workplace. The Equal Employment Opportunity and Diversity Policy ensures that individuals are not denied opportunities in employment because of their race, color, religion, sex, national origin, age, disability, reprisal, sexual orientation, parental status, or protected genetic information. I am fully committed to upholding these principles for the benefit of every individual and for the ICE organization as a whole.

ICE must maintain a climate that promotes the diversity of our cultures and utilizes the wealth of our skills and ideas to best serve the agency's mission. As part of the U.S. Department of Homeland Security, and with its mission to serve and protect the United States and its people, ICE must lead by example. We can accomplish this by establishing an inclusive work environment for staff members to conduct business without fear of unlawful discrimination or harassment in any form.

We must ensure adherence to both the spirit and the intent of the laws governing civil rights and equal employment opportunity by adopting standards that value and promote the cultural and personal differences that exist within our organization. Such a policy serves the best interests of all ICE personnel, the agency, and its mission. I expect all ICE personnel, particularly managers and supervisors, to manage diversity as a critical business activity. I appreciate your diligence in working with me to expand employment opportunities and enhance our diversity as we continue to create an organization that reflects our core values of integrity, courage, and excellence. Together, we can build a professional and innovative organization prepared to meet the many challenges ahead.