



U.S. Immigration
and Customs
Enforcement

MAY 04 2015

MEMORANDUM FOR: All ICE Employees

FROM: Sarah R. Saldaña
Director, U.S. Immigration and Customs Enforcement

SUBJECT: Equal Employment Opportunity and Diversity Policy Statement

U.S. Immigration and Customs Enforcement's (ICE's) most important resource is its dedicated workforce. Each employee is an essential member of the team dedicated to the protection of our homeland and national security. Without the valuable contributions of ICE personnel, we would not be able to accomplish our mission.

I am personally committed to equality of opportunity and diversity at ICE. It is my goal to maintain a work environment characterized by an atmosphere of inclusion, equal employment opportunity, and merit based decisions. Unlawful discrimination is prohibited. ICE employees are protected by federal laws and Presidential executive orders designed to protect Federal employees from discrimination on the basis of race, religion, color, sex (including pregnancy and gender identity), sexual orientation, parental status, national origin, age, disability, genetic information and reprisal for engaging in prior EEO activity.

In addition, I am committed to hiring and retaining an ICE workforce on the basis of merit-based decisions that are reflective of the diverse talent found throughout our nation. The entire workforce benefits from recognizing and utilizing the unique qualities employees of different backgrounds and cultures bring to the workplace.

ICE will provide a work environment free from unlawful discrimination and harassment, afford reasonable accommodation for qualified persons with disabilities, and empower employees with the means appropriate to reach their full potential. The policies and objectives embodied in our Diversity and Civil Rights Program provide the framework for ICE to be a model workplace.

I fully expect all supervisors and managers to support these values in their workplace decisions. All employees also share in this responsibility by maintaining sensitivity to our differences and valuing the contribution each employee makes to the accomplishment of our important mission.

For more information about the ICE Diversity and Civil Rights Program, please contact the Office of Diversity and Civil Rights at (202) 732- (b) (7)(E) or <https://insight.ice.dhs.gov/mgt/dcr/Pages/index.aspx>.