



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

July 27, 2022

MEMORANDUM FOR: All ICE Employees

FROM: Tae D. Johnson
Acting Director

SUBJECT: Civil Rights and Civil Liberties Policy Statement

U.S. Immigration and Customs Enforcement (ICE) is a premier federal law enforcement agency. ICE personnel are motivated by our core mission: to protect America from national security and public safety threats by enforcing immigration and custom laws. Upholding the civil rights and civil liberties of ICE personnel, and all individuals we encounter, is integral to the execution of the ICE mission. We all desire and are entitled to a workplace that is free from discrimination, promotes equal employment opportunity (EEO), and promotes the equitable treatment of individuals seeking access to ICE's programs and activities.

Discriminatory Conduct includes the following:

- Adverse treatment because of an individual's race, color, religion (including religious attire and ornamentation), sex (including sexual orientation, gender identity, and pregnancy), national origin, age (40 years of age or older), disability (physical or mental), parental status, marital status, or genetic information (including family medical history).
- Harassment by managers, co-workers, or others in the workplace because of race, color, religion (including religious attire), sex (including sexual orientation, gender identity, and pregnancy), parental status, marital status, national origin, age (40 years of age or older), disability (physical or mental), or genetic information (including family medical history).
- Denial of a reasonable accommodation or modification that is needed because of a religious belief or disability.
- Retaliation against an individual because they opposed a practice considered to be discriminatory, participated in an employment discrimination proceeding, or engaged in other protected activity.

Discriminatory conduct can be unlawful if it involves a personnel action or rises to the level of behavior that is severe and pervasive pursuant to Federal laws.

ICE is committed to providing a work environment that is free of discrimination and retaliation and that focuses on promoting merit principles consistent with all legal obligations. No one at ICE shall tolerate discriminatory treatment in the workplace. ICE worksites shall be places that

are focused on promoting professional and courteous behavior and to upholding merit principles of equal opportunity in all we do. Selection for assignments, awards, detail opportunities, and promotional opportunities shall be made with this in mind.

ICE will also ensure we provide equitable access and non-discriminatory treatment to individuals accessing ICE programs and activities. All ICE personnel are expected to treat persons with whom they interact with dignity and respect by promoting full and equal participation in ICE's programs, services, and activities.

ICE personnel who believe they have been subjected to workplace discrimination or harassment are encouraged to raise the issue with a manager or supervisor. ICE personnel may also report an incident utilizing any of the following resources:

- By contacting the ICE Office of Diversity and Civil Rights (ODCR) at 202-732-2298 or via email at EEO-ADR-ICE@ice.dhs.gov. EEO complaints of alleged harassment, discrimination, and/or retaliation must be filed within 45 calendar days after they become aware of such an alleged event or action.
- By contacting the Anti-Harassment Program at 202-997-2993 or via email at ICEAnti-Harassment@ice.dhs.gov.
- By contacting the Office of Special Counsel (<https://osc.gov/>) alleging discrimination or harassment.
- External stakeholders who believe they have been denied equal participation in ICE's programs or activities may submit their concerns to the ODCR at ICECivilLiberties@ice.dhs.gov or to the Department of Homeland Security Office for Civil Rights and Civil Liberties at CRCLCompliance@hq.dhs.gov.

All ICE personnel are expected to fully participate in the EEO process, which may include initial attempts to address concerns through traditional EEO counseling or alternative dispute resolution (ADR), and through the formal complaint process that includes investigations into allegations of discrimination, harassment, and/or retaliation. Managers and supervisors must also support and participate in good faith in ADR if selected by the employee as a method to try to resolve the EEO concerns.

Discrimination damages the reputation of the agency, and any instance of discrimination is offensive to all ICE personnel who are committed to living our core values. The excellence of our workforce is demonstrated by the work we do every day. Our workforce deserves an environment free of discrimination and I charge all ICE personnel to do all they can to identify and eliminate discrimination from our agency.