

STATEMENT ON DISCRIMINATORY AND SEXUAL HARASSMENT

The mission of the Department of State is to develop a vision and implement global policies that will spread freedom and prosperity. Our success is dependent on ensuring a positive, supportive work environment where all employees can contribute to our mission without fear of harassment or intimidation.

Discriminatory and sexual harassment are direct affronts to the principles of democracy, liberty, respect, and dignity that are at the core of our American identity. They undermine the integrity of our workplace and weaken our ability to lead and manage our people and programs.

The Department of State is committed to a work environment that is free of discriminatory and sexual harassment. All managers and supervisors will be held responsible for ensuring that the workplace is free from discriminatory or sexual harassment and that appropriate action is taken when allegations of wrongdoing are brought to their attention. I urge all employees to review the Department's existing policies on Sexual Harassment and Discriminatory Harassment, which are available on the website of the Office of Civil Rights (<http://socr.state.gov>).

We cannot fail in this responsibility. In order to focus our energy on the Department's worldwide mission, we must ensure a workplace that values all of our employees.

A handwritten signature in black ink, reading "Condoleezza Rice". The signature is written in a cursive, flowing style with a large initial "C".

STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITY AND DIVERSITY

The Department of State is focused on accomplishing America's mission of diplomacy at home and around the world. Belief in democracy, liberty, and individual freedom unites Americans of all backgrounds, all faiths, and all colors.

One of our country's greatest strengths is our diversity. When people of all races, cultures, and religions represent America, it sends a clear statement about who we are and what our values mean in practice. Diversity brings ideas and intellectual capital to our work and is a great advantage to all of us.

Equal employment opportunity is critical to accomplishing the Department's mission. The Department is dedicated to hiring, training, mentoring, and sustaining a diverse workforce. Increasingly, successful American diplomacy requires that we look outside traditional pools of applicants to attract top talent. In order to ensure that we continue to attract and retain a competitive, highly qualified workforce, we must fully utilize the individual talents and unique backgrounds of all workers. To make full use of our nation's human capital, we must promote workplace practices that foster opportunities for the best and brightest talent available.

The Department does not discriminate among its employees or candidates for employment on the basis of race, color, national origin, sex, age, religion, disability, or sexual orientation and does not retaliate against employees for participation in the EEO process. Intentional discrimination and discriminatory harassment are wrong and unacceptable. Such discrimination also undermines the integrity of our workplace, weakening our ability to lead and manage our people and programs.

Our goal is to guarantee a workplace where each person can contribute to the maximum extent of his or her abilities. To this end, I urge employees at all levels of the Department to help carry out the policies and objectives embodied in our Equal Employment Opportunity program.

A handwritten signature in black ink, appearing to read "Carolyn Frie". The signature is written in a cursive, flowing style with a large initial "C".