



DIRECTOR

**DEPARTMENT OF THE TREASURY  
FINANCIAL CRIMES ENFORCEMENT NETWORK**

July 1, 2009

**MEMORANDUM FOR ALL FINCEN EMPLOYEES**

**FROM:** James H. Freis, Jr.

**SUBJECT:** Equal Employment Opportunity and Diversity Policy

I would like to take this opportunity to reaffirm my commitment and support of the Financial Crimes Enforcement Network's (FinCEN's) policy of maintaining a workplace that is free from any form of prohibited harassment, discrimination, or retaliation. As we work together in safeguarding our nation's financial system, I am committed to creating an environment that fosters the highest professional standards, values diversity, and where each individual is treated with dignity and respect.

In order to ensure a safe and productive work environment, it is FinCEN's policy to eliminate and prevent any type of discrimination or harassment in the workplace based on race, religion, age, national origin, color, sex, mental or physical disability, sexual orientation, protected genetic information, parental status, marital status, retaliation, and any other factors prohibited by applicable law. FinCEN prohibits unlawful discrimination in all aspects of its personnel policies, programs, practices, and operations. Every effort will be made to continue to ensure that all employment decisions and personnel actions, including recruitment, hiring, merit promotions, training, transfers, reassignments, career development, separations, and benefits are administered in accordance with all applicable laws.

I continue to fully support Treasury's "zero tolerance" policy regarding sexual harassment or any other form of prohibited discrimination or retaliation. By all of us fully embracing the principle of diversity, we provide every employee with the confidence and support to pursue the many paths of opportunity available at FinCEN. Supervisors are expected to continue to implement all applicable laws that promote equality of opportunity, and required to take immediate and effective action when harassing conduct is brought to their attention.

I know I can count on each of you to continue to work together to maintain a work environment that is respectful of individual differences, rewards teamwork, values integrity, and capitalizes on the diverse talents of all employees.

If you have any questions concerning Equal Employment Opportunity and Diversity, please contact Liz Ortiz, Chief, Office of Outreach and Workplace Solutions at 703-905-5052.

Thank you.