



JUSTICE FOR ALL

January 2001

We Could Not Have Done It Without You

It's been a wonderful and rewarding journey. And none of it would have been possible without you.

Nearly eight years ago, I was the new kid on the block. But I was immediately struck by the spirit and dedication of the men and women who serve in the Department of Justice. You care about the law and care about doing it right.

Doing the right thing is easy; knowing what the right thing to do is much harder. That is why I always turned to you. To find out what was wrong. To figure out what needed fixing. And to determine how to go about making it better. You never let me down.

For eight years, our efforts have paid off. We have seen the Department's budget double, crime rates plummet, and prosecutions increase. We have seen more funding for prevention programs and drug treatment; more interest in early intervention and comprehensive approaches to crime; and, more research into technology so that we stay ahead of the criminals in the 21st century.

We have helped to improve access for millions of Americans with disabilities and prosecuted record numbers of hate crimes. We have successfully

challenged discrimination in the housing and lending industries and vigorously addressed issues of police integrity. We have sought to protect the environment by prosecuting some of the nation's biggest polluters. And we have promoted competition and protected the rights of consumers through the enforcement of our antitrust laws.

We have helped to appoint the most qualified and diverse group of judges to the federal bench. We have opened better lines of communication with our law enforcement counterparts, not just state and local law enforcement, but foreign law enforcement as well. And we have promoted the use of alternative dispute resolution, proving that lawyers can be effective problem solvers and not just courtroom adversaries.

There is so much to be proud of over the past eight years. But, most of all, I am proud of you. Thank you.

Follow-Up Sexual Harassment Study Undertaken

Zero Tolerance. That's the philosophy behind the Justice Department's sexual harassment policy. It's a workplace issue that continues to face us and it's a problem the Department remains committed to addressing.

As part of that commitment, a random selection of employees will be sending surveys to the Merit Systems Protection Board. This effort, at the request of the Department, will be part of a follow-up study to the Board's 1996 report on sexual harassment.

While the 1996 report helped determine the nature and extent of sexual harassment in offices around the country, the new study will help Department officials assess their ongoing efforts to create a zero tolerance

workplace. It will also help them to target the places in the Department where help is most needed.

Survey participants can let Department officials know whether problems persist in their offices and whether there are patterns of behavior that may not meet the legal definition of sexual harassment, but still interfere with workplace productivity. In addition, participants' can indicate that sexual harassment is not a problem within their work environment.

"You can make a difference," Attorney General Reno said. "Without your input, we may not be able to address the concerns of our most valuable resource – our employees."

If you believe you have been a victim of sexual harassment, you can contact your component's Office of Equal Employment Opportunity, the Office of Professional Responsibility, or the Office of the Inspector General.

Employees Gain New Resource for Work-Related Concerns

Have you ever:

- experienced difficulties at work that left you upset, frustrated or confused?
- needed to talk to someone who could provide options that might improve the quality of your work life?
- been concerned over career or performance-related issues, perceived discrimination or harassment of any kind, problems with interpersonal working relationships, group conflicts and management and work team issues?

Then you could use an Ombudsperson.

For employees who find themselves in these or similar situations, Ella Wheaton is the newest resource for work-related concerns. She can provide options and perspectives, coaches for self-help, facilitate discussions, mediate disputes and more.

As Ombudsperson, Ms. Wheaton is an informal, independent, impartial and confidential resource, who will listen, analyze the situation, and provide options for you to decide the approach you wish to take in dealing with your issue.

"Ella Wheaton brings a wealth of knowledge and experience to her post as the Department's Ombudsperson," Attorney General Reno said. "Her extensive experience in conflict management and resolution of workplace issues ensures that she will be a beneficial resource to employees in need."

Employees in the Department's Offices, Boards & Divisions and the selected components in the Washington D.C. area, may contact the office of the Ombudsperson for an in-person or telephone appointment at 202-616-7327; write to the Office of the Ombudsperson, 950 Pennsylvania Ave., N.W., Rm. 6243, Washington, D.C. 20530; or send a fax to 202-616-6534. Please do not use e-mail to discuss issues. E-mail is not confidential.

Employees outside the Washington D.C. area should contact their office's personnel officer for additional resources.

Attorney General Leads Pro Bono Efforts

Continuing to demonstrate her commitment to the Department's pro bono efforts, Attorney General Reno participated in the D.C. Bar's Advice and Referral clinic in Washington, D.C. this month. The clinics, which Department attorneys and paralegals staff on a quarterly basis, provide desperately needed assistance to clients in need of counseling and referral services.

It has been a banner year for the Department's program, which was launched in 1996 when Attorney General Reno issued the first-ever Department of Justice Pro Bono and Volunteer Services Policy. In June, the Department was awarded the prestigious D.C. Bar "Pro Bono Law Firm of the Year Award"- the first time that a federal agency has received this award.

Representing domestic violence victims in civil protection order cases, facilitating adoptions, acting as guardians ad litem for endangered children, staffing walk-in clinics, filling out tax forms are just a few of the broad range of legal matters in which Department volunteers have participated. U.S. Attorneys offices and other field offices have also created a number of innovative programs in communities across the country.

"Providing legal services to those most in need is a rewarding experience," said Reno.

For more information about the Department's Program, contact Pro Bono Program Manager Jessica Rosenbaum at 202-514-3737, or via email at Jessica.Rosenbaum@usdoj.gov. For information about non-legal volunteer opportunities in the Washington, D.C. area, contact Vince Micone at 202-616-3705.

Inspector General Confirmed

Glenn A. Fine was confirmed as the Department's Inspector General by the U.S. Senate on December 15, 2000.

Fine had been serving as the Acting Inspector General since August 2000 and prior to that had served for four years as the Director of the Office of the Inspector General's (OIG's) Special Investigations and Review Unit.

Before joining the OIG in 1995, Fine specialized in labor and employment law at a Washington, D.C. law firm. From 1986 to 1989, he served as an Assistant U.S. Attorney in the U.S. Attorney's Office for the District of Columbia. Fine graduated magna cum laude from both Harvard College and Harvard Law School and was a Rhodes Scholar at Oxford University.