



DEPARTMENT OF THE TREASURY  
FINANCIAL CRIMES ENFORCEMENT NETWORK

August 16, 2011

**MEMORANDUM FOR ALL FINCEN EMPLOYEES**

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

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

This statement reaffirms my continued commitment to and support of the Financial Crimes Enforcement Network's (FinCEN's) policy of maintaining a work environment that is free from any form of prohibited harassment, unlawful discrimination, or retaliation. As we carry out our critical mission to safeguard the Nation's financial system from the abuse of financial crimes, it is my commitment to create a positive workplace that values diversity, and treats individuals with fairness and respect.

It is FinCEN's policy to provide equal opportunity to all employees and all applicants for employment, and to prohibit any type of discrimination or harassment based on race, religion, age, national origin, color, sex (including pregnancy and gender stereotyping), 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.

I continue to fully support Treasury's zero tolerance standard for all types of harassment in the workplace, including 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. Managers and supervisors are expected to continually monitor the workplace and to respond to any reported concerns promptly and appropriately.

All FinCEN employees are responsible for implementing the bureau's EEO policy in their daily actions and conduct and should strive to foster a work environment that is respectful of individual differences, rewards teamwork, values integrity, and capitalizes on the diverse talents of all employees. Employees are urged to report acts of harassment to the appropriate agency officials as outlined in FinCEN's policy and procedures for the prevention and elimination of workplace harassment.

Any employee who believes he or she has been subjected to any form of unlawful discrimination or reprisal for protected EEO activity must contact the Office of Outreach & Workplace Solutions (OWS) within 45 days of the alleged discrimination or reprisal, in order to preserve his or her right to raise the complaint.

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.