



DEPARTMENT OF THE TREASURY
WASHINGTON, D.C. 20005

INSPECTOR GENERAL
FOR TAX
ADMINISTRATION

September 4, 2012

TIGTA #12-21

MEMORANDUM FOR ALL EMPLOYEES

FROM:

J. Russell George
Inspector General

SUBJECT:

Equal Employment Opportunity and Sexual Harassment

The purpose of this message is to reaffirm my commitment to TIGTA's Equal Employment Opportunity (EEO) and diversity policy. Each of us must be fully committed to promoting and maintaining a work environment that ensures equality of opportunity for everyone—employees, job applicants, and those who benefit from TIGTA's programs and activities—regardless of their race, color, sex, national origin, religion, age, disability, parental status, protected genetic information, pregnancy or sexual orientation.

Valuing diversity is about accepting and integrating individuals from diverse backgrounds. By understanding and accepting our differences, together we will create a nurturing environment where employees can thrive, thus resulting in our agency's success. TIGTA's strategic plan affirms that diversity is fundamental to our bureau's strength. TIGTA will continue to seek excellence in diversity within the workplace as we comply with EEO statutory and regulatory requirements, policies and procedures. All individuals should have an equal opportunity to participate and receive benefits from all programs or activities conducted or funded by TIGTA or the Department of the Treasury.

Alternative Dispute Resolution (ADR) is available to all employees during the pre-complaint and formal complaint processes. Information pamphlets have been distributed for display throughout TIGTA offices explaining the ADR process.

Sexual harassment is prohibited by Title VII of the Civil Rights Act of 1964. It is also a prohibited personnel practice under 5 U.S.C. § 2302, and specifically prohibited under Treasury Department Rules of Conduct, 31 C.F.R. § 0.214. TIGTA will continue to promote the prohibition of sexual harassment by providing informational training and responding to allegations seriously, expeditiously and lawfully.

I have made the commitment to support equality in the workplace and have zero tolerance for sexual harassment, reprisal or any form of discrimination. Federal law requires agencies to provide a workplace free from discrimination in any form.

TIGTA's EEO Program Manager, Sheila Venson, provides EEO, sexual harassment and reasonable accommodation training for managers and employees at Continuing Professional Education (CPE) events and other meetings as requested. If you have any questions regarding EEO, ADR, sexual harassment, discrimination matters or reasonable accommodation issues, please contact Ms. Venson at (202) 927-7473. If managers have questions concerning legal issues, they may also contact TIGTA's Office of Chief Counsel by telephone at (202) 622-4068 or by e-mail at *TIGTA Counsel Office.