DIRECTOR

U.S. DEPARTMENT OF THE TREASURY
FINANCIAL CRIMES ENFORCEMENT NETWORK

March 26, 2014

MEMORANDUM FOR ALL EMPLOYEES

FROM: Jennifer Shasky Calvery JSC 3/27/14

SUBJECT: Equal Employment Opportunity and Diversity Policy

This statement is to reaffirm my continued commitment and support of the Financial Crimes Enforcement Network's (FinCEN's) policy of maintaining a model workplace that is free from any unlawful discrimination, prohibited harassment, or retaliation in all aspects of its personnel policies and practices. Fundamental to our mission is our obligation to honor the diversity of our workforce and ensure all employees are treated with fairness and respect. It is our diverse workforce that enhances our ability to accomplish FinCEN's mission by bringing together people with a wide range of skills, views and experiences.

FinCEN does not tolerate discrimination or harassment on the basis of race, religion, color, sex (including pregnancy and gender identity), national origin, age, mental or physical disability, genetic information, sexual orientation, parental status, marital status, political affiliation, military services, or any other factors prohibited by applicable law. In addition, FinCEN will provide reasonable accommodations to qualified individuals with disabilities, and accommodations for religious practices, in accordance with applicable laws and procedures.

Managers and Supervisors are expected to execute proactive diversity initiatives to assure fairness and equity in personnel management, including recruitment, hiring, promotions, training, and awards. 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 Equal Employment Opportunity activity must contact the Office of Equal Opportunity and Diversity within forty-five (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 please contact the Office of Equal Opportunity and Diversity at 703-905-5052.