



Financial Crimes Enforcement Network
U.S. Department of the Treasury

Office of the Director

Washington, D.C. 20220

July 19, 2018

MEMORANDUM FOR ALL EMPLOYEES

FROM: Kenneth A. Blanco

SUBJECT: Equal Employment Opportunity and Diversity Policy

This policy statement affirms my commitment to a work environment that is diverse, inclusive, and free from any unlawful discrimination, prohibited harassment, and retaliation in all aspects of employment policies and practices. For the Financial Crimes Enforcement Network (FinCEN) to be a high-performing organization, we must continuously strive to foster an inclusive work culture that embraces the diversity of our workforce.

All employees and applicants for employment should be treated with dignity and respect. FinCEN does not tolerate discrimination or harassment on the basis of race, color, age (40 or over), national origin, religion, sex (including pregnancy, sexual harassment, sexual orientation, gender identity and/or transgender status), physical or mental disabilities, marital status, parental status, political affiliation, genetic information, military services, or prior Equal Employment Opportunity (EEO) activities.

Managers and supervisors should execute proactive diversity initiatives to ensure fairness and equity in personnel management, including recruitment, hiring, promotions, training, and awards. Employees who believe they are experiencing harassment should bring their concerns to the attention of their supervisor, a member of their management team, or 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 that he or she has been subjected to any form of unlawful discrimination or reprisal for protected EEO 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 a complaint. Retaliation against an employee who reports unlawful discrimination or harassment is strictly prohibited.

I encourage each of you to help promote and sustain a culture where all employees are valued and respected for who they are and their contributions to our mission. Together as a team, it is our responsibility to ensure we select, promote, train, and award solely on the bases of an individual's experience, knowledge, skills, and abilities.

If you have any questions, please contact the Office of Equal Opportunity and Diversity at 703-905-3706.