



---

OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE

---

**Fiscal Year 2018 Annual Report to Congress  
on the Notification and Federal Employee  
Antidiscrimination and Retaliation  
Act of 2002**

March 2019

Intelligence Community Equal Employment Opportunity & Diversity

## **Purpose of this Report**

To support the Federal Government's longstanding obligation to provide a work environment free of discrimination and retaliation, the *Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002* (No FEAR Act), Public Law 107-174, requires annual reports to Congress on the number and severity of discrimination and whistleblower cases brought against each federal agency. The Office of the Director of National Intelligence (ODNI) submits this annual report in compliance with Section 203 of the No FEAR Act, covering Fiscal Year (FY) 2018. The No FEAR Act Annual Report contains information relating to the ODNI's Equal Employment Opportunity (EEO) complaints activity (including federal district court cases), as well as any resulting disciplinary actions and Judgment Fund reimbursements. The agency's reporting obligations contained in Title 5 Code of Federal Regulations Part 724 have been incorporated into the ODNI's No FEAR FY 2018 Year-End Data report (Appendix I), concerning EEO complaints.

As directed by Section 203, ODNI provides this report to the Speaker of the House of Representatives, the President Pro Tempore of the Senate, the Committee on Homeland Security and Governmental Affairs of the Senate, the Committee on Oversight and Government Reform of the House of Representatives, each committee of Congress with jurisdiction relating to the ODNI, the Equal Employment Opportunity Commission (EEOC), the Attorney General, and the Director of the Office of Personnel Management.

### **A. Introduction**

Following the tragic events of 11 September 2001, Congress saw the need for sweeping change in the Intelligence Community (IC), resulting in the passage of the *Intelligence Reform and Terrorism Prevention Act of 2004* (IRTPA), signed on 17 December 2004. The IRTPA created the ODNI to lead the 17 member IC and improve information sharing, strategically promote a unified direction, and ensure integration across the IC. The ODNI began operations on 22 April 2005.

The Director of National Intelligence (DNI) serves as the head of the IC, acts as the principal advisor to the President and the National Security Council on intelligence matters related to national security, and oversees and directs the implementation of the National Intelligence Program. In addition to his IC-wide mission, the DNI also leads the ODNI workforce and organization.

In accordance with 29 C.F.R. § 1614.102(b)(4), the Chief of the IC Equal Employment Opportunity and Diversity Office (IC EEOD), reports directly to the DNI. She serves as the principal advisor to the DNI on issues related to equity, inclusion, and EEO compliance. Since its inception, IC EEOD has developed ODNI and IC-wide strategies and policies to promote a diverse workforce. Following the ODNI's 2018 reorganization, IC EEOD retains an IC-wide focus on diversity and inclusion, and continues to provide EEO services to the ODNI workforce. In that capacity, IC EEOD: educates and trains managers, supervisors, and employees about their responsibility to maintain a workplace free of unlawful discrimination and harassment; processes informal and formal complaints of discrimination in accordance with EEOC guidelines and timeframes; promotes the understanding of diversity and inclusion as mission-critical; and creates and implements diversity and inclusion efforts IC-wide. During FY 2018, IC EEOD has led the efforts at the working group level for the Sexual Harassment Prevention and Response

Task Force, chaired by Principal Deputy Director for National Intelligence, Susan Gordon and comprised of IC Deputy Executive Committee (DEXCOM) members. Working groups comprised of representatives from across the IC are examining IC policies, practices, training and education, and culture to identify and eliminate behaviors that are inconsistent with our core values.

By statute, the ODNI does not fall under the whistleblower framework described in the No FEAR Act.<sup>1</sup> The Congress amended the National Security Act of 1947 to include whistleblower protections for ODNI employees and all IC employees who properly disclose information about intelligence activities reasonably believed to be unlawful or contrary to Executive Order or Presidential Directive.<sup>2</sup> These statutory provisions are the foundation of a whistleblower framework, which is implemented through the Presidential Policy Directive (PPD) 19, *Protecting Whistleblowers with Access to Classified Information* (October 2012). The Inspector General of the Intelligence Community (ICIG) provides an independent review of whistleblower allegations for ODNI employees to determine whether or not a reprisal has occurred. The ICIG's statutory authority originates in the National Security Act of 1947, which also protects IC whistleblowers who participate in communicating "urgent concerns" to Congress about alleged unauthorized intelligence activities.<sup>3</sup> Together, these statutory authorities and presidential policies provide IC employees with whistleblower protections akin to those found in the No FEAR Act.

No FEAR Act web-based training, required for all ODNI employees, addresses the rights and remedies available to IC employees via the EEO process. IC Whistleblowing training, mandatory for all ODNI employees and contractors, addresses the rights and remedies available to those who may disclose information through the appropriate channels as set forth in the Presidential Policy Directive 19 and Intelligence Community Directive 120. Preventing discrimination in the workplace is the law of the nation. The ODNI is committed to preventing discrimination in the ODNI and in the IC.

---

<sup>1</sup> The No FEAR Act provides for Judgment Fund reimbursement of, and annual reporting related to, proceedings brought under (1) any provision of law prohibiting any form of discrimination under the laws interpreted by the EEOC, and (2) the whistleblower provisions of 5 U.S.C. § 2302(b)(8) and (9). See Section 201(a) and (c) of the No FEAR Act. Congress expressly exempted the ODNI and other IC agencies from the coverage of 5 U.S.C. § 2302. Instead, ODNI employees are subject to other whistleblower protections consistent with the need to protect classified information. See Presidential Policy Directive (PPD) 19 (10 October 2012), *Protecting Whistleblowers with Access to Classified Information*; Intelligence Community Directive (ICD) 120 (20 March 2014), *Intelligence Community Whistleblower Protection*.

<sup>2</sup> See 50 U.S.C. § 3234, *Prohibited personnel practices in the intelligence community*; and 50 U.S.C. § 3341(j) *Retaliatory revocation of security clearances and access determinations*. To obtain whistleblower protections under these provisions, ODNI employees are required to make disclosures in a manner consistent with the need to protect classified information. See also Presidential Policy Directive (PPD) 19 (10 October 2012), *Protecting Whistleblowers with Access to Classified Information* and Intelligence Community Directive (ICD) 120 (20 March 2014), *Intelligence Community Whistleblower Protection*.

<sup>3</sup> See 50 U.S.C. § 3033(k)(5)(A). For purposes of this statute, an "urgent concern" is a serious or flagrant problem, abuse, violation of law or intelligence activities that IC personnel have reason to believe may be unlawful or contrary to Executive Order; or a false statement or willfully omitted material information to Congress, relating to the funding, administration, or operation of an intelligence activity within the DNI's cognizance; or an actual or threatened adverse personnel action for having reported an urgent concern.

## **B. Reporting Obligations**

During FY 2018, the ODNI had no cases in federal court arising under federal antidiscrimination laws.

ODNI has made no reimbursements to the Judgment Fund for payments as defined in 5 C.F.R. §724.102.

During FY 2018, there were no disciplinary actions taken against ODNI employees pursuant to 5 C.F.R. §724.302(a)(3).

The ODNI is committed to providing a workplace that promotes productivity and professionalism and an inclusive environment that protects the dignity of the entire workforce. The DNI annually issues anti-harassment, equal opportunity, and diversity policy statements declaring that the ODNI prohibits and will not tolerate discrimination or harassment. These statements advise that employees will be subject to appropriate corrective action if they are found to have engaged in discriminatory or harassing behavior. See attached Director's Statement on EEO (Appendix II).

### **(1) No FEAR FY 2013–FY 2018, Year-End Data Report**

Appendix I contains the ODNI's year-end FY 2018 EEO complaint data and the data from five preceding fiscal years, in accordance with 5 C.F.R. § 724.302(a)(4) and 29 C.F.R. § 1614.705.

### **(2) Analysis of EEO Complaint Trends and Causality**

#### **(A) EEO Complaint Activity and Causality**

Following the ODNI's stand up in 2005, the baseline number of complaints has remained small, as is reflected in Appendix I. There were five complaints filed during FY 2018. After years of slight increases, the number of complaints for FY 2018 decreased. The decrease in formal complaints may reflect an increased outreach to and training of the workforce, and the stand-up of an anti-harassment program separate from the EEO complaints program.

#### **(B) Bases of Discrimination in EEO Complaints**

During FY 2018, ODNI's most-frequently alleged bases of discrimination in formal EEO complaints were, in order of frequency: race, retaliation, and sex. These bases remain consistent with the most-frequently alleged bases in FY 2017. There are no obvious trends in the data for basis of discrimination for complaint activity.

#### **(C) Issues in EEO Complaints**

The most-frequently raised issues in discrimination complaints during FY 2018 involved terminations, evaluations/appraisals, and assignment of duties. Once again, there are no clear trends in the issues raised, given the small number of complaints, although the most frequent issue was termination.

#### **(D) Practical Knowledge Gained Through Experience**

In addition to training, discussed above, the ODNI has an anti-harassment program separate from the EEO process to address harassment and bullying complaints that are not based on any category protected under a nondiscrimination statute. That program results in the addressing of complaints of ordinary workplace friction, conflict, and disputes; as a result, the affected employees do not need to resort to the EEO process to address these concerns. IC EEOD also participated in the ODNI's training for supervisors and managers, providing tools to prevent harassment and discrimination and address workplace conflict.

#### **(E) Improvements in the Complaint Program**

As an EEO compliance organization within the ODNI, IC EEOD works with the ODNI training office to ensure that all ODNI employees and detailees complete No FEAR Act training biennially. All employees receive reminders of the No FEAR Act mandatory training requirement. New employees are required to take the No FEAR Act training within 90 days of entering on duty, and all employees must take the training biennially. Completion of the biennial No FEAR training and annual IC Whistleblowing training requirements is required for employees to maintain computer system access.

The ODNI continues to offer an EEO briefing during new employee orientation. Throughout the year, the IC EEOD educates ODNI managers and employees on a range of EEO issues, including how to use performance management tools, preventing or mitigating EEO issues, the importance of confidentiality in the EEO process, reasonable accommodation, and identifying actions that constitute unlawful retaliation. IC EEOD also has incorporated expert training on EEO issues at its annual EEO conference, provided mandatory EEO training for all ODNI senior managers, and is developing an anti-harassment online training that will be made available to ODNI and to the IC. ODNI provides mandatory Unconscious Bias training for all senior managers and supervisors who participate in the ODNI's Career Advisory Boards (career development and promotion boards) and provides training on disability rights and EEO compliance.

During FY 2018, ODNI's reorganization transferred the agency's reasonable accommodation program to Talent Management, to ensure a firewall between the program and the EEO complaint process. ODNI continues to focus on ensuring that agency facilities are accessible for individuals with disabilities.

From FY 2012 through FY 2018, all investigations of formal complaints were timely conducted within the time provided by the EEOC's regulations.

#### **APPENDICES:**

Appendix I: ODNI No FEAR Statistics FY 2009–2018

Appendix II: Director's Statement on Equal Employment Opportunity

**ODNI's Equal Employment Opportunity Data Posted Pursuant to Title III of the  
Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR)  
Pub. L. 107-174**

	Fiscal Year										
--	-------------	--	--	--	--	--	--	--	--	--	--

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
<b>Number of Complaints, See 29 C.F.R. § 1614.704(a)-(c)</b>										
<b>Number of Complaints Filed during the FY</b>	2	3	4	4	3	5	3	6	8	5
<b>Number of Complainants Who filed a complaint during the FY</b>	2	3	4	4	3	5	3	6	8	5
<b>Who filed two or more complaints during the FY</b>	0	0	0	0	0	0	0	0	0	0

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
<b>Number of Complaints by Basis, See 29 C.F.R. § 1614.704(d)</b>										
Race	1	0	2	3	1	4	2	0	4	4
Color	0	0	1	1	1	0	0	0	0	2
Religion	0	0	0	0	1	0	1	1	0	0
Retaliation	0	1	2	1	0	1	1	3	6	4
Sex	1	1	1	0	0	5	1	1	4	3
Pregnancy	0	0	0	0	0	1	0	0	0	0
National Origin	1	0	0	0	1	0	1	1	0	0
Equal Pay	0	0	0	0	0	0	0	0	2	0
Age	1	2	0	2	2	2	1	3	2	2
Disability	0	1	2	0	0	2	1	3	2	1
Genetic Information Non- Disclosure	0	0	0	0	0	0	0	1	0	0
Non-EEO	0	0	0	0	0	0	0	1	0	0

Appendix I – ODNI’s Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act) for FY 2018

Number of Complaints by Issue, See 29 C.F.R. § 1614.704(e)	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Appointment/Hire	0	0	0	0	0	0	1	1	0	0
Assignment of Duties	0	0	0	1	0	1	0	0	3	3
Awards	1	1	0	0	1	0	0	0	1	0
Conversion to Full-Time	0	0	0	0	0	0	0	0	0	0
Disciplinary Action										
1. Demotion	0	0	1	1	0	0	0	0	0	0
2. Reprimand	0	0	1	1	0	1	1	0	0	1
3. Suspension	0	0	0	0	0	1	0	0	0	0
4. Removal	0	0	0	0	0	0	0	0	0	0
5. Other	0	0	0	0	0	0	0	0	1	0
Duty Hours	0	0	0	0	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	1	0	1	0	1	3	3
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment										
1. Non-Sexual	1	1	2	3	0	2	1	2	8	2
2. Sexual	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	1	0	0	0	0	0	1	0	0
Pay/Overtime	0	0	1	0	0	0	0	0	1	1
Promotion/Non-Selection	1	0	0	0	0	0	1	2	1	1
Reassignment										
1. Denied	0	0	0	0	1	0	0	0	0	0
2. Directed	0	1	0	0	0	0	1	1	1	0
Reasonable Accommodation	0	0	1	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	1	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0
Termination	0	1	1	0	1	2	0	1	1	4
Terms/Conditions of Employment	0	1	0	2	0	0	0	2	3	2

Appendix I – ODNI’s Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act) for FY 2018

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Time and Attendance	0	0	0	0	0	1	0	1	1	0
Training	0	0	0	1	0	1	0	0	1	1
Other	0	1	0	0	0	0	0	1	1	0

Average Processing Time, See 29 C.F.R. § 1614.704(f)	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
1614.704(f)(1) All Pending	366	323	362	580	345	203	345	307	389	703
1614.704(f)(2) – No Hearing Requested	366	323	339	269	194	127	220	92	159	196
1614.704(f)(3) – Hearing Requested	0	0	414	735	797	735	1101	356	1076	1215

Number of Complaints Dismissed Pursuant to 29 C.F.R. § 1614.107(a) and Average Length of Time Pending Prior to Dismissal, See 29 C.F.R. §1614.704(g)	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Number of Complaints Dismissed	0	1	0	1	3	3	0	1	3	4
Average Number of Days Pending Prior to Dismissal	0	102	0	157	93	109	0	150	73	44

Number of Complaints Withdrawn, See 29 C.F.R. § 1614.704(h)	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Number of Complaints Withdrawn	0	1	0	0	2	0	0	2	0	2



Appendix I – ODNI’s Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act) for FY 2018

Number of Final Agency Actions, See 29 C.F.R. § 1614.704(i)	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
	# / %	# / %	# / %	# / %	# / %	# / %	# / %	# / %	# / %	# / %
1614.704(i)(1): Total Number of Findings of Discrimination	0	0	0	0	0	0	0	0	0	1 <sup>1</sup>
1614.704(i)(2): – Without a Hearing	0	0	0	0	0	0	0	0	0	0
1614.704(i)(2) – After a Hearing	0	0	0	0	0	0	0	0	0	1 / 100

Number of Final Actions Involving a Finding of Discrimination by Basis, Reported Pursuant to 29 C.F.R. § 1614.704(j)	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
	# / %	# / %	# / %	# / %	# / %	# / %	# / %	# / %	# / %	# / %
* Rendered without a hearing	0	0	0	0	0	0	0	0	0	1**
** Rendered after a hearing	0	0	0	0	0	0	0	0	0	1 / 100
Total Number of Findings of Discrimination	0	0	0	0	0	0	0	0	0	0
Race										
1. American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0
2. Asian/Pacific Islander	0	0	0	0	0	0	0	0	0	1 / 100
3. Black	0	0	0	0	0	0	0	0	0	0
4. White	0	0	0	0	0	0	0	0	0	0

<sup>1</sup> This action does not meet the requirements of 5 C.F.R. § 724.302, and, therefore, was not included in Section B. of the FY 2018 Annual Report to Congress on the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002. The agency issued a Final Order.



Appendix I – ODNI’s Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act) for FY 2018

Number of Final Agency Actions Involving a Finding of Discrimination by Issue, Reported Pursuant to 29 C.F.R. § 1614.704(k)	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total Number of Findings of Discrimination	0	0	0	0	0	0	0	0	0	1
Appointment/Hire	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	1
Awards	0	0	0	0	0	0	0	0	0	0
Conversion to Full-Time	0	0	0	0	0	0	0	0	0	0
Disciplinary Action	0	0	0	0	0	0	0	0	0	0
1. Demotion	0	0	0	0	0	0	0	0	0	0
2. Reprimand	0	0	0	0	0	0	0	0	0	0
3. Suspension	0	0	0	0	0	0	0	0	0	0
4. Removal	0	0	0	0	0	0	0	0	0	0
5. Other	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	0	0	0	0	0	0	0	0
1. Non-Sexual	0	0	0	0	0	0	0	0	0	0
2. Sexual	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0
Pay/Overtime	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0
Reassignment	0	0	0	0	0	0	0	0	0	0
1. Denied	0	0	0	0	0	0	0	0	0	0
2. Directed	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0

Appendix I – ODNI’s Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act) for FY 2018

Termination	0	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	1
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	1
Other	0	0	0	0	0	0	0	0	0	0	0	0	0

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
<b>Number of Complaints Pending at Any Time During the Fiscal Year, Reported Pursuant to 29 C.F.R. § 1614.704(i)</b>										
Total Number of Complaints Pending for any length of time during the FY	4	7	8	9	8	8	7	14	16	11
29 C.F.R. § 1614.704(i)(1) – Number Filed before 10/1	2	4	4	5	5	3	4	8	16	11
29 C.F.R. § 1614.704(i)(2)(i) – Number of Complainants	2	4	4	5	5	3	4	12	13	11
29 C.F.R. § 1614.704(i)(2)(ii) – Number Pending Investigation	2	4	1	4	0	2	3	10	10	7
– Number Pending Hearing	1	0	2	1	1	1	1	6	6	6
– Number Pending Final Agency Action	2	0	0	0	0	1	0	0	1	3
– Number Pending Appeal	0	0	0	0	0	2	2	0	3	2

Appendix I – ODN’s Equal Employment Opportunity Data Posted Pursuant to Title III of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act) for FY 2018

<b>Number of Complaints Pending at Any Time During the Fiscal Year that Exceeded the Authorized Investigation Timeframe, Reported Pursuant to 29 C.F.R. § 1614.704(m)</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Number of Pending Complaints that Exceeded the Investigation Time Authorized by 29 C.F.R. §1614.106(e)(2) including extensions	1	3	3	0	0	0	0	0	0	0
Number of Pending Complaints that Exceeded the Investigation Time Authorized by 29 C.F.R. §1614.108(e)	0	0	0	0	0	0	0	0	0	0

UNCLASSIFIED

DIRECTOR OF NATIONAL INTELLIGENCE  
WASHINGTON, DC 20511

### **Director's Statement on Equal Employment Opportunity**

To advance our mission, the Office of the Director of National Intelligence (ODNI) must foster a workplace that promotes and values diversity and inclusion, while prohibiting discrimination, harassment, and unprofessional conduct.

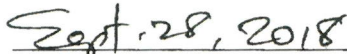
As I stated previously, and emphasize again in the strongest way possible, each of us must exhibit respectful conduct and communications consistent with that of a model workplace – and we must be swift to correct behaviors that marginalize its members. All members of this workforce are to conduct themselves in accordance with these standards. Managers and supervisors are accountable for ensuring the workplace meets these standards.

Our laws, regulations, and policies prohibit discrimination based on race, color, religion, sex (including pregnancy, sexual orientation, gender identity or expression, and transgender status), national origin, age (40 and over), mental or physical disability, and genetic information. Executive Orders protect ODNI officers from harassment and discrimination based on parental status. Federal laws and ODNI policies<sup>1</sup> also prohibit retaliation for opposing employment discrimination, participating in the equal employment opportunity (EEO) process (including previous EEO activities), reporting discrimination, or providing information related to such complaints. These laws and policies establish the framework for our conduct. Moreover, we must foster an environment that encourages reporting without fear of reprisal.

Personnel who either experience or witness discrimination, harassment, bullying, and other adverse personal treatment should report such behavior to a supervisor, manager, individual with authority, the Employee-Management Relations Officer, or the Intelligence Community Equal Employment Opportunity and Diversity Office (IC EEOD). Officials made aware of either allegations of discriminatory conduct or harassment must take immediate action to stop the behavior and refer the individual who is the subject of the conduct to the appropriate redress office. Management officials must also consult with IC EEOD before initiating any corrective action in response to an allegation of either discrimination or harassment.

It is my honor to lead the ODNI's talented, mission-driven workforce. Thank you for your continued commitment to equal employment opportunity, diversity, and inclusion.

  
\_\_\_\_\_  
Daniel R. Coats

  
\_\_\_\_\_  
Date

<sup>1</sup> See Instruction 120.01, *Anti-Harassment and Anti-Bullying Policy* (February 6, 2017), <https://intelshare.intelink.ic.gov/sites/dni-msd/cpm/Documents/Anti-Harassment%20and%20Anti-Bullying%20Policy.pdf> and Instruction 120.02, *Equal Employment Opportunity Discrimination Complaint System* (February 6, 2017), <https://intelshare.intelink.ic.gov/sites/dni-msd/cpm/Documents/Equal%20Employment%20Opportunity%20Discrimination%20Complaint%20System.pdf>

UNCLASSIFIED