



## **STATEMENT ON DISCRIMINATORY AND SEXUAL HARASSMENT**

The success of the Department's mission is dependent on the unified efforts of its workforce. Discriminatory and sexual harassment affront the principles of democracy, liberty, and respect that are at the core of our American identity and erode the morale and integrity of the Department.

I am committed to the prevention and elimination of discriminatory and sexual harassment within our workforce. Harassment consists of any conduct targeting a protected class such as race, color, national origin, age, religion, sex (including pregnancy and gender identity), disability, sexual orientation, retaliation, or genetic information, which results in an adverse employment decision or that creates a hostile work environment. The Department upholds a zero tolerance policy regarding discriminatory and sexual harassment. In accordance with 3 FAM 1525/1526, allegations of harassment will be promptly investigated and addressed. Retaliation against any employee for reporting allegations of harassment or for assisting in any inquiry about such a report is also strictly prohibited.

The best tool to eliminate harassment is prevention. Behaviors which weaken our ability to accomplish the mission are unacceptable. All individuals within the Department are required to adhere to this policy. Managers and supervisors are responsible for creating and maintaining a workplace free of harassment and may be held accountable for not only their behavior, but that of their employees as well. Together we must create a model workplace dedicated to the prevention and elimination of discriminatory and sexual harassment. We cannot fail in this responsibility.

A handwritten signature in black ink, which appears to read "John F. Kerry". The signature is written in a cursive style with a large initial "J".