

Secretary's Policy Statement on Discriminatory and Sexual Harassment



The U.S. Department of State is committed to maintaining a professional and respectful work environment for all employees, contractors, and affiliates of the Department worldwide. The Department upholds a zero-tolerance policy regarding discriminatory and sexual harassment. Accordingly, those who engage in harassment will be held responsible in a meaningful and appropriate manner. The Equal Employment Opportunity Commission (EEOC) has found that effective harassment prevention efforts must start with and involve the highest level possible. I am deeply committed to the prevention and elimination of harassment within our workforce.

Harassment consists of any conduct targeting EEO-protected activity or a protected class — such as race, color, national origin, age, religion, sex (including pregnancy, sexual orientation, and gender identity) disability or genetic information — which results in a tangible employment action or creates a hostile work environment. In accordance with 3 FAM 1525-1526, the Office of Civil Rights (S/OCR) promptly investigates and addresses allegations of harassment. Supervisors and managers must promptly report all allegations of harassment to S/OCR. Retaliation against an employee for reporting harassment and/or assisting in a harassment inquiry will not be tolerated.

We are all able to carry out our mission more effectively and with more enjoyment in a workplace free of harassment. Join me in committing to the highest level of professionalism and respect for our team.

A handwritten signature in black ink that reads "Rex W. Tillerson". The signature is written in a cursive, flowing style.

Rex W. Tillerson