



November 20, 2023

MEMORANDUM FOR: All ICE Employees

FROM: Patrick J. Lechleitner
Deputy Director and
Senior Official Performing the Duties of the Director

SUBJECT: U.S. Immigration and Customs Enforcement Civil Rights and
Civil Liberties Policy Statement

U.S. Immigration and Customs Enforcement (ICE) has never had a more critical role in safeguarding the American people, our homeland, and our values. We need everyone, always, to be completely focused on doing their best in the critical roles they play in our Agency. For this reason, it is the policy of ICE to embrace the promise of equal employment opportunity (EEO), the elimination of all forms of illegal discrimination from within our workforce, and the protection of the civil liberties of everyone we encounter in the course of our duties.

Illegal discrimination can be described in many ways, including:

- Treating others differently because of their race, color, religion, sex (including sexual orientation, gender identity and pregnancy), age (over 40), disability (physical or mental), parental status, marital status, or genetic information (including family medical history).
- Harassment based on one of the factors listed above.
- Illegal denial of a request for reasonable accommodation based on religion or disability.
- Retaliation based on opposition to discrimination or participation in EEO proceedings or other protected activity.

ICE provides equitable access and non-discriminatory treatment to everyone seeking to participate in ICE programs and activities.

Any person who believes they have experienced illegal discrimination or harassment may raise their concern to a manager or supervisor. All persons may also report illegal discrimination to any of the following:

- ICE Office of Diversity and Civil Rights at (202) 732-2298 or EEO-ADR-ICE@ice.dhs.gov. The contact must be initiated within 45 calendar days after an alleged event or action.
- ICE Anti-Harassment program at (202) 997-2993 or ICEAnti-Harassment@ice.dhs.gov.
- Office of Special Counsel at <http://osc.gov/>.

- For anyone who believes they were denied equal participation in ICE programs or activities may contact ICECivilLiberties@ice.dhs.gov or the Department of Homeland Security Office for Civil Rights and Civil Liberties at CRCLCompliance@hq.dhs.gov.

Illegal discrimination strains the bonds we build with each other. It corrodes trust, creates division, and lessens our effectiveness. It is the duty of every ICE employee to not only refrain from behaving in a discriminatory manner but to lend their support to the Agency's efforts to prevent, investigate, and correct illegal discrimination.

All ICE employees are similarly asked to fully participate in good faith with efforts to informally resolve allegations of illegal discrimination. By taking these actions, every ICE employee becomes part of the solution and aids in our collective effort to make ICE a truly model workplace.