

**FEDERAL BUREAU OF INVESTIGATION  
POLICY STATEMENT ON DIVERSITY AND  
EQUAL EMPLOYMENT OPPORTUNITY**

As the Director of the FBI, I want to affirm my ongoing commitment to the principles of diversity, inclusion, and equal employment opportunity (EEO) in our workplace. To remain the world's premiere law enforcement and national security organization, our workforce needs to reflect the experience, wisdom, and unique perspectives of individuals from diverse backgrounds. To achieve this, we must continue to attract and retain high-caliber employees from all backgrounds. This requires us to foster an environment of inclusion and fairness in all aspects of how we achieve our mission.

Connecting with and maintaining the trust of the American people depends in large part on our ability to represent them and reflect our country's greatest strength—its variety of cultures and values. We will continue our efforts to ensure the FBI's workforce reflects the diversity of the American people we serve. The FBI is committed to the spirit and intent of the laws prohibiting discrimination against any employee, former employee, applicant, or contractor based on race, color, religion, national origin, sex (including gender identity and sexual orientation), parental status, age, disability (mental or physical), genetic information, or reprisal for prior involvement in protected EEO activity or support of antidiscrimination or the EEO process.

The FBI's Human Resources Division frequently participates in recruiting events to ensure we increase the diversity of our workforce, and our Office of Diversity and Inclusion (ODI) hosts speakers and training events to promote both diversity *and* inclusivity. In addition, our Office of Equal Employment Opportunity Affairs (OEEOA) provides training and services to ensure all FBI personnel are aware of the prohibitions against discrimination on the basis of any protected characteristic and to ensure our disabled employees have the tools they need to accomplish our mission. I cannot stress enough to employees at all levels of the FBI the value of these programs, services, and efforts. I affirm the FBI's commitment to removing barriers and maintaining a culture in which all personnel are assessed on the merits of their efforts and are always treated with dignity and respect.

We can't focus simply on increasing diversity within our ranks; our ultimate goal must be inclusion. I ask you to join me in creating and maintaining a professional, accessible, and effective work environment that reflects the diversity of our society, and that is free from discrimination.