



INSPECTOR GENERAL
FOR TAX
ADMINISTRATION

DEPARTMENT OF THE TREASURY
WASHINGTON, D.C. 20005

October 1, 2020

TIGTA #21-04
MEMORANDUM FOR ALL TIGTA EMPLOYEES

FROM: J. Russell George
Inspector General

A handwritten signature in black ink that reads "J. Russell George".

SUBJECT: Equal Employment Opportunity (EEO) Policy Statement

The Treasury Inspector General for Tax Administration (TIGTA) is committed to EEO and a workplace free of discrimination, harassment, and retaliation. All TIGTA employees must have an equal opportunity to participate in and receive benefits from all programs and activities conducted by TIGTA. Discrimination based on race, color, religion, sex (including sexual orientation), gender identity, political affiliation, marital status, parental status, veteran status, pregnancy, national origin, age (40 and over), disability, or protected genetic information is illegal, and discrimination of any type will not be tolerated. These protections extend to all management practices and decisions, including recruitment and hiring, performance appraisals, promotions, and training. Additionally, TIGTA will not tolerate reprisal or retaliation based on an individual's participation in any part of the discrimination complaint process.

Federal law protects employees and applicants from unlawful discrimination. If TIGTA employees or job applicants believe that discrimination has occurred against them, they have the right to file an EEO complaint. An aggrieved employee or applicant must make initial contact with an Internal Revenue Service EEO Counselor within 45 days of the alleged discriminatory action (29 C.F.R. § 1614.105).

Alternative Dispute Resolution (ADR) provides an avenue to resolve workplace challenges or issues through the mediation process. All employees engaged in the EEO process have the opportunity to utilize ADR, with the goal of resolving the complaint at the lowest level.

TIGTA function heads and I fully support equality in the workplace and have zero tolerance for any form of discrimination. TIGTA's leadership will continue its commitment to a fair, non-discriminatory, and inclusive work environment.

TIGTA's EEO Program Office provides information upon request pertaining to EEO, harassment (sexual and non-sexual), and diversity training for managers, employees, and TIGTA training events. If you have any questions regarding EEO, ADR, or discrimination matters, please contact the TIGTA EEO Program Office at (202) 927-7473. In addition, you may visit the TIGTA EEO Program Office website at http://intranet.tigtanet.gov/oms_eeo.asp.

If managers have questions concerning legal issues, they may contact TIGTA's Office of Chief Counsel by telephone at (202) 622-4068 or by e-mail at Counsel.Office@tigta.treas.gov.