



INSPECTOR GENERAL
FOR TAX
ADMINISTRATION

DEPARTMENT OF THE TREASURY
WASHINGTON, D.C. 20005

October 1, 2020

TIGTA #21-01
MEMORANDUM FOR ALL TIGTA EMPLOYEES

FROM: J. Russell George
Inspector General

SUBJECT: Sexual Harassment Prevention Policy Statement

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

Sexual harassment is prohibited by Title VII of the Civil Rights Act of 1964, as amended. It is also a prohibited personnel practice under 5 U.S.C. § 2302, and specifically prohibited under the Treasury Department Rules of Conduct, 31 C.F.R. § 0.217. The Treasury Inspector General for Tax Administration (TIGTA) remains committed to ensuring a workplace free from sexual harassment. This policy emphasizes zero tolerance for sexual harassment.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

1. submission to such conduct is made explicitly or implicitly a term or condition of a person's employment;
2. submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting that person; or
3. such conduct has the purpose or effect of unreasonably interfering with a person's work performance or creating an intimidating, hostile, or offensive work environment.

Employees are encouraged to take any complaints of sexual harassment to their immediate supervisor or to the TIGTA Equal Employment Opportunity (EEO) Program Office. All complaints will be investigated expeditiously. Appropriate action will be taken should any executive, manager, employee, contractor, or visitor be found to have violated regulations or policies regarding sexual harassment.

TIGTA will continue to provide informational training and guidance regarding the prohibition against sexual harassment.

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, Alternative Dispute Resolution (mediation), 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.