



**U.S. Customs and
Border Protection**

JUL 26 2010

Commissioner

MEMORANDUM FOR: All Customs and Border Protection Employees

FROM: Alan Bersin
Commissioner

SUBJECT: U.S. Customs and Border Protection Policy Prohibiting
Discrimination

As Commissioner of U.S. Customs and Border Protection (CBP), I want to affirm my commitment to the principles of equal opportunity and fair treatment for all CBP employees, applicants for employment, members of the trade and traveling public, and individuals detained for law enforcement purposes. CBP is committed to maintaining its status as a model employer and world-class law enforcement organization. As such, it is the policy of CBP to treat all individuals in a nondiscriminatory manner, without regard to race, color, religion, sex, national origin, age, disability, genetic information, sexual orientation, parental status, or prior equal employment opportunity (EEO) activity.

CBP executives, managers, and supervisors shall take appropriate action to create a diverse and inclusive workplace environment that recognizes and rewards excellence, teamwork, fairness, and integrity. The principles of equal employment opportunity apply to all CBP personnel/employment programs, management practices and decisions including, but not limited to, recruitment, hiring, merit promotion, transfer, reassignment, training and career development, benefits, and separation.

Personally, I would like to remind all CBP employees of the need to maintain our commitment to treating our fellow coworkers, applicants for employment, members of the trade and traveling public, and individuals detained for law enforcement purposes with dignity and respect. Only through our commitment to the highest level of individual integrity and professionalism will we be able to meet our homeland security mission. In addition, all CBP employees must work to ensure that all barriers to EEO are identified and removed. Therefore, employees who believe they have been subjected to discrimination must contact CBP's Office of Diversity and Civil Rights (DCR) within 45 calendar days of the alleged discriminatory event to initiate an informal EEO complaint. You may initiate an informal EEO complaint by calling 1-877-MY-EEO-HELP (1-877-693-3643), sending an electronic mail message to cbpeeocomplaintfiling@dhs.gov, or by contacting the local DCR Officer.

To identify the DCR Officer responsible for your duty station, or to obtain current information regarding the EEO complaint process, please visit the DCR Internet Web site at the following address: www.cbp.gov/eo.