



Ally Engagement: Protections At Work

POLICY	AUTHORITY	EXPLANATION
Executive Memorandum 69993	President Obama October 5, 2016	Promoting Diversity and Inclusion in the National Security Workforce, this memorandum supports that effort by providing guidance that [...] complements ongoing actions that agencies are taking pursuant to Executive Order 13583 and under the leadership of the Diversity and Inclusion in Government Council, including but not limited to efforts related to gender, race, ethnicity, disability status, veterans, sexual orientation and gender identity, and other demographic categories.
OPM Guidance	U.S. Office of Personnel Management June 2015	Discrimination based on sexual orientation and gender identity is covered in the term "sex" Employment rights and protections include: - Title VII of the Civil Rights Act of 1964 (EEOC) - Civil Service Reform Act of 1978 (OSC and MSPB) - Unions and Agency Policies
Executive Order 13672	President Obama July 21, 2014	Further Amendments to Executive Order 11478 and Executive Order 11246 which added "gender identity" to the categories protected against discrimination in hiring in the federal civilian workforce and both "sexual orientation" and gender identity" to the categories protected against discrimination in hiring and employment on the part of federal government contractors and sub-contractors. The amended regulations took effect on April 8, 2015.
IC Statement on Commitment to EEO and Diversity	Director of National Intelligence (DNI) February 1, 2013	The Intelligence Community's Commitment to Equal Employment Opportunity and Diversity signed by the DNI and the Directors of all sixteen agencies that fall under the ODNI. "We define diversity in a broad context, but also in relation to the mission, considering all aspects that make individuals unique and America strong - race, color, ethnicity, national origin, gender, age, religion, language, disability, sexual orientation, gender identity and heritage." and "Diversity brings innovation and creativity to the workplace, combats group-think, and demonstrates our commitment to inclusion and respect for all people."
EEOC Rulings	U.S. Equal Employment Opportunity Commission	Recognizes that Title VII of the Civil Rights Act of 1964 prohibition of discrimination on the basis of sex includes discrimination on the basis of sexual orientation or gender identity
Executive Order 13087	President Clinton May 28, 1998	Amends Executive Order 11478 to prohibit discrimination based on sexual orientation in the federal civilian work force.

count on your **community**.

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Executive Order 12968	President Clinton August 2, 1995	Provides Eligibility Standards for Access to Classified Information. "The United States Government does not discriminate on the basis of race, color, religion, sex, nation origin, disability or sexual orientation in granting access to classified information" and "In determining eligibility for access under this order, agencies may investigate and consider any matter that relates to the determination of whether access is clearly consistent with the interests of national security. No inference concerning the standards in this section may be raised solely on the basis of the sexual orientation of the employee."
Executive Order 11478	President Nixon August 8, 1969	Prohibits discrimination in the competitive service of the federal civilian workforce on certain grounds. The order was later amended to cover additional protected classes. Executive Order 11478 covers the federal civilian workforce. It prohibits discrimination in employment on the basis of race, color, religion, sex, national origin, handicap, and age. It requires all departments and agencies to take affirmative steps to promote employment opportunities for those classes it covers.
Executive Order 11246	President Johnson September 24, 1965	Establishes requirements for non-discriminatory practices in hiring and employment on the part of U.S. government contractors. It "prohibits federal contractors and federally assisted construction contractors and subcontractors, who do over \$10,000 in Government business in one year from discriminating in employment decisions on the basis of race, color, religion, sex, or national origin." It also requires contractors to "take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex or national origin."
Policy Letters on Harassment	Agency Directors Recurring	Guidance by Agency Directors that harassment is a form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, and the Americans with Disabilities Act of 1990. Characteristics protected by law from harassment include an individual's race, color, religion, sex (including gender identity), sexual orientation, national origin, disability, and age (40 or older).
Policy Letters on Diversity	Agency Directors Recurring	Agency commitment to foster an inclusive work environment that respects, values, and draws on the strengths of a diverse workforce.
Policy Letters on EEO	Agency Directors Recurring	Agency commitment to a discrimination-free work environment that is free of harassment. Commits to making decisions based on merit without regard to race, color, religion, national origin, sex, age, sexual orientation, gender identity, disability or genetic information.



The IC LGBTA Affinity Group, colloquially called IC Pride, was formed in 2011. IC Pride fosters and facilitates a more diverse and inclusive workplace within the Intelligence Community by supporting leadership, accountability, educational opportunities, and talent management. IC Pride serves to strengthen the IC by building a more cohesive and diverse community.