



DEPARTMENT OF THE TREASURY

WASHINGTON, D.C.

INSPECTOR GENERAL
FOR TAX
ADMINISTRATION

January 30, 2025

TIGTA #25-02
MEMORANDUM FOR ALL TIGTA EMPLOYEES

FROM: John Kirk
For Heather Hill, Acting Inspector General

SUBJECT: Anti-Harassment Policy Statement

The Treasury Inspector General for Tax Administration (TIGTA) is committed to maintaining an environment free from all forms of harassment in the workplace. TIGTA will not tolerate harassment against any employee, contractor, or applicant for employment based on race, color, national origin, religion, age (40 and over), sex (including sexual orientation and gender identity),¹ pregnancy, disability (physical or mental), genetic information, political affiliation, marital status, parental status, veteran status, or any other basis protected by any federal anti-discrimination statute. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Equal Employment Opportunity Commission (EEOC) guidance explains agency obligations to prevent harassment and the intersection with the Equal Employment Opportunity (EEO) Complaints process and federal civil rights laws. This guidance addresses all forms of harassment, including sexual harassment. TIGTA aligns its operations to this guidance, including designating the Office of Mission Support Human Capital and Personnel Security directorate to administer the agency Anti-Harassment Program (AHP) and the EEO Office to address harassment within the EEO Complaints process.

TIGTA supports all employees to exercise their rights under civil rights statutes. Accordingly, TIGTA does not tolerate reprisal or retaliation based on an individual's participation in protected activity such as the EEO complaint process, whistleblowing, or the exercise of appeal rights. This includes the reporting of, or assisting with, an inquiry relating to allegations of harassment. TIGTA corrects harassing conduct, at the lowest possible level, before the conduct becomes severe and pervasive. TIGTA will take immediate and appropriate corrective actions, including disciplinary measures, if it is found that the [Agency's anti-harassment policy](#) has been violated.

If you believe you have been subjected to or witnessed harassment, immediately report the harassment allegation to a supervisor, the AHP at ReportHarassment@tigta.treas.gov, and/or the EEO Office for further assistance.

Supervisors must follow harassment reporting [procedures](#). Reported allegations of harassment are investigated expeditiously, starting within 10 calendar days of employee report. Reports of sexual harassment are referred to TIGTA's Inspector General. Referral to the Inspector General does not terminate or postpone a harassment inquiry nor does it terminate or postpone related necessary actions.

To support all employees in maintaining a workplace that is free from all forms of harassment, TIGTA will provide annual training and guidance regarding the prevention of harassment.

TIGTA's EEO Office provides information pertaining to EEO and anti-harassment for managers and employees. If you have any questions regarding the prevention of harassment and retaliation within the workplace, contact the EEO Office at EEORequests@tigta.treas.gov or visit the [EEO Office SharePoint site](#). For questions about the AHP, contact ReportHarassment@tigta.treas.gov.

¹ Terminology utilized addressed in *Bostock v. Clayton County*, 590 U.S. 644 (2020).