



DEPARTMENT OF THE TREASURY

WASHINGTON, D.C.

INSPECTOR GENERAL
FOR TAX
ADMINISTRATION

January 30, 2025

TIGTA #25-01
MEMORANDUM FOR ALL TIGTA EMPLOYEES

FROM: John Kirk
For Heather Hill, Acting Inspector General

SUBJECT: Equal Employment Opportunity Policy Statement

The Treasury Inspector General for Tax Administration (TIGTA) is committed to equal employment opportunity (EEO) and a workplace free of discrimination, harassment, and retaliation in accordance with Federal civil rights statutes. Federal law protects employees, applicants, and contractors from unlawful discrimination so that they can have an equal opportunity to participate in and receive benefits from all programs and activities conducted by TIGTA. Discrimination 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, and veteran status is unlawful. Additionally, TIGTA does not tolerate reprisal or retaliation based on an individual's participation in protected activity such as the EEO complaint process, whistle-blowing, or the exercise of appeal rights.

TIGTA strives to be a model federal employer in equal employment opportunity. TIGTA employees must comply with EEO laws, policies, procedures, and executive orders as they perform the Agency's mission. All function heads, managers, and supervisors must, through their own example, model values-based leadership and appropriate behavior, treating everyone with dignity and respect, and promote EEO in the workplace culture. Promotion of EEO includes encouraging participation in trainings and Employee Resource Groups such as TIGTA's Women's Inclusion Network (WIN). TIGTA's leadership fully supports fairness in the workplace and has zero tolerance for any form of discrimination.

As an organization, TIGTA works together to remove barriers to equal opportunities to create success for TIGTA's most important resource -- its highly qualified and talented staff. This commitment includes advancing opportunities for communities that have historically experienced employment discrimination and limited opportunities.

If TIGTA employees or applicants believe that they have experienced discrimination in the workplace, they have the right to file an EEO complaint. An aggrieved employee or applicant must make initial contact with an EEO Counselor within 45 calendar days of the alleged discriminatory action. During the EEO process all aggrieved persons are

offered the opportunity to resolve the complaint at the lowest possible level. At TIGTA, the resolution method used is Alternative Dispute Resolution (ADR) mediation. ADR provides an avenue to resolve EEO complaints through the support of a neutral third-party mediator.

TIGTA's EEO Office provides information pertaining to EEO and anti-harassment for managers and employees. If you have any questions regarding the EEO process, contact the EEO Office at EEORequests@tigta.treas.gov. Employees can also visit the [EEO Office SharePoint site](#).

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