



Homeland  
Security

July 31, 2018

**Message from Secretary Kirstjen M. Nielsen to all DHS Employees**

At the Department of Homeland Security, we strive to create a workplace culture of trust, respect, and integrity towards each other and all whom we serve. As part of our culture, we will not tolerate any and all forms of harassment. Unfortunately, based on allegations of sexual misconduct at one of our Components that are the subject of an ongoing investigation, there is still work to be done.

As I stated in a message to all DHS employees earlier this year, the Department takes seriously its responsibility to respond swiftly and appropriately to any act of workplace harassment. To that end, DHS employees are asked to report harassing conduct, whether they witness it or are subject to the conduct themselves. If any DHS employee has questions regarding our Department's policy, it can be found [here](#). Should you have any questions regarding DHS policy or want to report any form of harassment, your component point of contact can be found on [Connect](#).

DHS leadership is committed to protecting all of our employees as you carry out your critically important missions. Thank you for your service and for your individual efforts to prevent all types of harassment and abuse in the workplace.

Best regards,

Kirstjen M. Nielsen  
Secretary of Homeland Security

*With honor and integrity, we will safeguard the American people, our homeland, and our values.*