

Secretary


U.S. Department of Homeland Security  
Washington, DC 20528



**Homeland  
Security**

April 7, 2022

MEMORANDUM FOR: DHS Component and Office Leaders

FROM: Alejandro N. Mayorkas  
Secretary 

SUBJECT: **Working Group to Review Employee Accountability Processes**

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It is our responsibility to provide every DHS employee with a professional environment free of sexual harassment and other misconduct.

Since I was sworn in as Secretary, I have focused on the Department's processes for reviewing allegations of employee misconduct and how discipline is applied when misconduct is found. I have made it one of our Department's top priorities to champion our workforce and create a culture of excellence, openness, and accountability, and I have spoken to many of you about what related steps we can take. Yesterday, I became aware of draft unpublished reports from the Office of the Inspector General that underscore the need for immediate action.

Today, I am directing our General Counsel, Jonathan Meyer, to stand up and lead a Department-wide working group to conduct a 45-day review of the employee misconduct discipline processes currently in effect throughout DHS and to recommend any necessary improvements, including to ensure these processes align with relevant best practices and are consistent with all applicable laws. At the end of the 45-day period, Jon will provide me with the Working Group's findings and recommendations.

The final recommendations will be implemented as expeditiously as possible and consistent with our Department's relevant legal obligations, including those related to labor organizations representing our workforce. The Working Group will leverage the work that has been underway for several months to assess the Department's policies and practices for its investigation of workplace misconduct.

Jon will identify attorneys across DHS to serve on the Working Group. I expect each component and office to cooperate fully with the Working Group, including by promptly providing it with the information and resources it needs to do its work.

Thank you for your continued leadership in service of our Department and our nation.