

*The Federal Air Marshal Service maintains a policy of zero tolerance of retaliation in the workplace against an employee for raising a concern or complaint through any established formal or informal process. As recently as July 22, 2008 all TSA employees received a broadcast e-mail which clearly stated that workplace retaliation would not be tolerated at any level within the organization. Additionally, employees are encouraged to bring any concerns, complaints, or violations to the attention of their managing officials via the many established processes available to them.*

*Federal Air Marshal Service (FAMS) employees have available to them a variety of established formal and informal processes to safely raise concerns to the highest levels including: immediate supervisors, local peer review, the integrated conflict management system, local field office focus groups, Director's listening sessions, the FAMS Anonymous Suggestion e-mail address, FAMS and/or TSA Office of the Ombudsman, the Federal Equal Opportunity Employment Opportunity complaint process, TSA Office of Inspection, DHS Office of the Inspector General, and/or the U.S. Office of Special Counsel as applicable.*

*Any Federal Air Marshal Service employee who in good faith reports waste, fraud, abuse, mismanagement or a violation of law or agency policy shall not be subjected to any form of harassment, adverse employment consequences or other form of retaliation. Any management official or other person of authority who retaliates against such an employee shall be subject to disciplinary action up to and including termination.*

*The Federal Air Marshal Service takes all allegations of workplace retaliation against its employees seriously. The Federal Air Marshal Service has in the past and continues to fully cooperate with TSA Office of Inspection, DHS Office of the Inspector General, the U.S. Government Accountability Office, Congressional inquires, and the independent Merit Systems Protection Board to investigate and resolve any allegation of workplace retaliation.*

Respectfully,

*Gregory S. Alter*

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