



THE SECRETARY OF THE INTERIOR  
WASHINGTON

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**Equal Employment Opportunity (EEO)  
Policy Statement**

The Department of the Interior (Department or DOI) remains committed to preventing unlawful discrimination, harassment and retaliation, and promoting merit-based equal employment opportunities in all areas of employment. This commitment works to ensure that employees have the freedom to compete on a fair and level playing field with equal opportunity. Ensuring compliance with Federal nondiscrimination laws enables the Department to effectively carry out its mission to protect and manage the Nation's natural resources and cultural heritage; provide scientific and other information about those resources; and honor its trust responsibilities or special commitments to American Indians, Alaska Natives, Native Hawaiians and affiliated island communities.

DOI employees and job applicants are protected from discrimination based on race, color, religion, sex, parental status, national origin, age, disability, genetic information, political affiliation, military service or other nonmerit-based factors. These protections apply to all employment decisions, including recruitment, hiring, performance evaluations, promotions, training and career development. Additionally, the Department provides employees and applicants reasonable accommodations for disabilities, pregnancy, childbirth or related medical conditions; and for religious beliefs, observances and practices.

Employees are also protected from retaliation. Acts of retaliation against anyone engaging in protected activity—such as reporting or opposing discrimination or harassment, requesting a reasonable accommodation, participating in the EEO process, whistleblowing or exercising any appeal or grievance rights—are strictly prohibited.

DOI employees are also responsible for maintaining a workplace free from discrimination and harassment. This includes preventing harassment based on any protected category. Managers and supervisors play a critical role in preventing and addressing harassment, while all employees are reminded of their duty not to engage in harassing conduct and to report any such conduct promptly if it occurs. The Department's Personnel Bulletin (PB) No. 18-01 established procedures to ensure that appropriate officials are notified of, and can promptly correct, harassing conduct that is, or has the potential to become, severe or pervasive unlawful conduct.

DOI employees or applicants who experience discrimination, harassment or retaliation are encouraged to seek assistance. They may contact the Office of Civil Rights at (202) 208-5693 or [doicivilrights@ios.doi.gov](mailto:doicivilrights@ios.doi.gov), the Office of Special Counsel at (202) 804-7000 or the Merit Systems

Protection Board at (202) 653-7200. Additionally, employees who have experienced or witnessed harassing conduct can notify their supervisor or the Office of Human Capital to file a report under PB 18-01.

It is essential that we collectively ensure DOI remains a workplace free from unlawful discrimination, harassment and retaliation. Each of us has a role in upholding and enforcing the Department's EEO Policy, reaffirming our commitment to this standard.



Doug Burgum  
Secretary