



THE SECRETARY OF THE INTERIOR
WASHINGTON

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Equal Employment Opportunity Policy Statement

As members of a Department with incredible reach across many communities, we have a role to play in acknowledging inequities that exist in our country and making a commitment to addressing them. We must tackle these issues by working together to build a country where everyone has access to opportunity, justice, and accountability. As a Native American woman, I am keenly aware that many communities are unfairly judged and that bias builds barriers to equity. I am committed to ensuring that the U.S. Department of the Interior (DOI) embraces equal employment opportunity (EEO), the core of which is the right to work and advance based on merit, ability, and potential; free from prejudice, discrimination or harassment.

This statement reaffirms our commitment to ensuring DOI policies, practices and procedures do not deny opportunities to employees or applicants because of race, color, sex¹, national origin, religion, age, disability, or genetic information. Unlawful harassment is illegal and is unacceptable in DOI workplaces. DOI will ensure that EEO is implemented in all of our human capital and employment programs, management practices, and employment decisions, including recruitment, hiring, merit promotions, transfers, reassignments, training, career development, benefits, and separations.

Everyone on our team should feel included, safe, and supported. If you believe you have been subjected to discrimination, harassment or retaliation, please contact your Bureau EEO Office or the Department's Office of Diversity, Inclusion and Civil Rights for guidance and direction within 45 calendar days of either the event that you believe constitutes discrimination in the workplace or your becoming aware of that event. Anyone who engages in EEO reporting is protected from retaliation or reprisal. Your engagement is valuable as we continue our work to ensure our Department is welcoming to everyone and that those who violate this policy are held accountable.

Our success relies on mutual respect, allowing every person to contribute to their full potential. Maintaining a workplace free of discrimination allows our employees to develop and apply a range of talents, ideas, and solutions to advance our mission, goals, and objectives. To better understand barriers to equal employment opportunity, each of us must look beyond obvious actions, like discriminatory hiring and terminations. We must expand our understanding to recognize more subtle barriers to equal employment opportunity.

All DOI personnel are responsible for complying with this Policy Statement, upholding professional conduct in the workplace, and maintaining an environment that honors integrity,

¹ This includes pregnancy, sexual harassment, sex stereotyping, caregiving responsibilities, gender identity, and sexual orientation.

dignity, and respect. We must continue to strive to create and maintain workplaces that are free from discrimination, harassment, and retaliation. In addition, we must foster workplaces that allow each employee to contribute to their full potential; therefore, upon request and as appropriate, we must provide reasonable accommodations to qualified individuals with disabilities, unless doing so would pose an undue hardship on the Department. Equity and inclusion can be a part of everything we all do here at DOI and as a team.



Deb Haaland