



THE SECRETARY OF THE INTERIOR
WASHINGTON

SEP 30 2022

Equal Employment Opportunity Policy Statement

The Department of the Interior (Department) has a unique responsibility to be a model for diversity, equity, inclusion, and accessibility as we work to tell America's story and increase access to public lands and waters for all Americans. As we move forward, we can be part of building a better America in which everyone has access to equal employment opportunity, justice, and accountability. Many communities are unfairly judged, and that bias creates barriers to equity. I am proud of important steps our Department continues to take to address the systemic barriers that hinder the inclusion of historically underrepresented peoples in our workforce and impact the effectiveness of our policies.

I reaffirm my commitment to ensuring that the Department 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, harassing conduct, unlawful discrimination, and reprisal. At the Department, all employees have the freedom to compete on a fair and level playing field. This statement affirms my commitment to ensuring that Department policies, practices, and procedures do not deny opportunities to employees or applicants because of race, color, national origin, religion, age, disability, genetic information, or sex, which includes pregnancy, sexual orientation, and gender identity. Unlawful harassment is illegal and is unacceptable in Department workplaces. The Department will not tolerate unlawful workplace discrimination, which includes unlawful harassment, or reprisal against anyone who engages in EEO protected activity.

Everyone on our team deserves to feel included, safe, and supported. The Department 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. If you believe you have been subjected to unlawful discrimination, which includes unlawful harassment or reprisal, 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 unlawful discrimination/reprisal in the workplace or your becoming aware of that event.

Your engagement is valuable as we continue our work to ensure that the Department is welcoming to everyone and that those who violate this policy are held accountable. To better understand barriers to equal employment opportunity, each of us must look beyond obvious unlawful actions, like discriminatory hiring and firing. We must expand our understanding to recognize more subtle barriers to EEO and strive to create and maintain workplaces that are free from all forms of harassing conduct, unlawful discrimination, and reprisal. In addition, we must

foster workplaces that allow all employees to reach their full potential. Therefore, as appropriate, and in accordance with applicable law and policy, we must provide reasonable accommodations to qualified individuals with disabilities unless doing so would pose an undue hardship on the Department.

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

Equity and inclusion can be a part of everything we all do here at the Department and as a team.

A handwritten signature in blue ink, appearing to read "Deb Haaland", with a large, sweeping initial "D" on the left.

Deb Haaland