



# United States Department of the Interior

## OFFICE OF SURFACE MINING RECLAMATION AND ENFORCEMENT

Washington, D.C. 20240

**FEB 15 2017**



### Memorandum

To: All OSMRE Employees

From:   
Glenda H. Owens  
Acting Director

Subject: Equal Employment Opportunity (EEO) Policy Statement

As Acting Director of the Office of Surface Mining Reclamation and Enforcement (OSMRE), I am committed to achieving a work environment that is respectful, inclusive, and conducive to employees contributing at optimal levels.

For this reason, and because it is the right thing to do, we should all fully support our Nation's equal employment opportunity (EEO) laws. OSMRE employees and applicants for employment are protected by federal laws, Presidential Executive Orders, and state and local laws designed to protect federal employees and job applicants from discrimination on the bases of race, religion, color, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, family medical history or genetic information, political affiliation, military service, or other non-merit based factors. These protections extend to all management practices and decisions, including recruitment and hiring practices, appraisal systems, promotions, and training and career development programs.

OSMRE employees are thus protected, as indicated, and may seek assistance if they believe they have been subject to unlawful employment discrimination practices. Our policy is to hold all employees, particularly managers, accountable for keeping our workplace free from discrimination and ensuring that we provide equal employment opportunity for all in our workforce and for those seeking to enter our workforce.

Each of us must support an individual's right, without fear of retaliation, to participate in the EEO process and to oppose employment practices which are perceived as discriminatory in the workplace. We can all contribute to making OSMRE a model EEO employer by ensuring that discrimination, harassment, and retaliation are simply not tolerated. We must also seek to resolve workplace disputes at the earliest opportunity; to do otherwise would undermine the collegial and respectful environment we expect at OSMRE. In addition, OSMRE will not tolerate retaliation against individuals who participate in Alternative Dispute Resolution (ADR).

OSMRE managers and supervisors are also reminded again of their responsibility to prevent, document, and promptly correct harassing conduct in the workplace. OSMRE employees are

reminded of their duty to avoid harassing behavior and to report such conduct where it occurs. Any employee or applicant who believes he or she has been subject to discrimination or retaliation should contact OSMRE's Office for Equal Opportunity at one of the following locations:

Headquarters	202-208-5897
Appalachian Region/Mid Continent Region	412-937-2915
Western Region	303-293-5010

Employees may also, as appropriate, contact the Office of Special Counsel at (202) 254-3600 or the Merit Systems Protection Board at (202) 653-7200.