

**United States Department of The Interior
BUREAU OF LAND MANAGEMENT
National Human Resources Management Center
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To: BC, HR, NI, and RS Center Directors
NPIT Lead and WO Field BIA Liaison Office

From: Director, National Human Resources Management Center

Subject: Guidance on Conduct of Prayers in Bureau of Land Management
Programs and Activities

The following guidance is provided in accordance with Department of Interior IB 2000-011, regarding Conduct of Prayers in Department of Interior Programs and activities.

In order to respect the religious affiliations of all of our employees, as well as those employees who may not hold any specific religious beliefs, the following guidance is issued regarding the inclusion of prayers in programs and activities conducted within the Bureau of Land Management (BLM). When prayer is included as part of a program or activity conducted within the BLM, the prayer must be nonsectarian, (nonsectarian means the prayer does not proselytize, or otherwise advance or disparage any faith or belief). It is also permissible to observe a moment of silent meditation.

Attendance during the prayer portion of the function must be voluntary so that people are free to leave, or to delay their arrival until after the prayer portion is completed. In order to ensure that attendance is voluntary, attendees should have prior access to the agenda so they will know when the prayer will be conducted.

Individuals invited to conduct a prayer, blessing, or invocation must be advised that it must be nonsectarian in nature. The specific content of the prayer, blessing or invocation should not be reviewed.

This guidance does not apply to any religious group(s) that have permission to use BLM facilities for conducting their activities.

Questions regarding this guidance should be directed to Jerry Jones, NHRMC, HR-220, at 303-236-6690.

Signed
Laura Davis
Acting Director

Authenticated
Darlene Robitaille
Secretary

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