



# United States Department of the Interior



## BUREAU OF LAND MANAGEMENT

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September 21, 2005

Instruction Memorandum No. AK 2005-044  
Expires: 09/30/2006

To: All BLM-Alaska Employees

From: State Director

Subject: Policy on Zero Tolerance of Discrimination

It is the policy of The Bureau of Land Management (BLM-Alaska) to ensure equal employment opportunity (EEO) for employees and applicants, regardless of their race, color, sex, national origin, religion, age, disability or sexual orientation. I am fully committed to EEO principles and the implementation of a strong program that promotes opportunities based on merit, where everyone has the opportunity to rise to their highest potential and fully contribute to accomplish the BLM mission.

Our organization is made up of people from a variety of different cultures with different values and beliefs. We are brought together with the common goal of managing the land's natural resources; however, let us remain mindful that the most important natural resource is our people.

Our daily work activities are stressful enough without adding the burden of discrimination and harassment. Prejudice (unfavorable opinion or feeling), discrimination (a difference in treatment or favor) and harassment (to disturb persistently) have no place in our work environment and I will not tolerate these behaviors in any form.

While I want to foster a pleasant work environment that does not chill individual style and personality, I also want to remind everyone of their responsibility to be sensitive to the fact that everyone has a comfort level. All employees are responsible to ensure that their speech, actions and behavior are professional and free of bias, and ultimately, for maintaining a harassment free work environment.

EEO is a program that collectively involves everyone. Managers and supervisors have a continuing responsibility to ensure equity in recruitment, hiring, awards, training, promotions, evaluations, discipline, and other employment-related personnel actions. Employees do as well, to treat others with dignity and respect, act appropriately, and refrain from prohibited forms of harassment.

Any type of unlawful discrimination, including sexual harassment, and/or reprisal, brings nothing positive to the work place and should be reported immediately to your supervisor or to an EEO Official. Their phone numbers and pictures are posted throughout the organization.

I am dedicated to a proactive and results-oriented EEO Program. I recognize the value of a diverse work force and resolving EEO concerns expeditiously and at the lowest possible level. I expect full support of this EEO policy from every supervisor, manager and employee in the BLM-Alaska family.

Any questions related to this policy should be addressed to Ms. Sandra Martinez, EEO Manager, at (907) 271-3685.

Signed  
George P. Oviatt  
State Director, Acting

Authenticated  
Rodney Harvey  
Records Manager