



United States Department of the Interior



BUREAU OF LAND MANAGEMENT
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To: BLM Employees, Nevada

From: State Director, Nevada

Subject: Equal Employment Opportunity and Zero Tolerance of Discrimination and Harassment

On January 13, 2009, Secretary Kenneth Salazar [communicated](#) his standards of conduct expectations for all Department of the Interior (DOI) employees. This includes conduct regarding Federal Equal Employment Opportunity (EEO) laws, regulations, and policies. It is BLM Nevada's policy that employees will be provided [equal opportunity](#) in employment, that discrimination based on race, religion, color, national origin, sex, age, disability, sexual orientation, and genetic information will be prohibited, and that the full realization of equality of opportunity through a continuing [affirmative employment](#) program will be promoted. Discrimination in **any** form, to include sexual harassment, nonsexual harassment, or any conduct that demeans the dignity of another person to include any act of reprisal, has no place in DOI or BLM Nevada and **will not be tolerated**.

[Discrimination](#) is the act, policy, practice, or procedure that denies equal opportunity because of race, religion, color, national origin, sex, age, disability, sexual orientation, or genetic information.

[Sexual Harassment](#) is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

[Harassment](#) (not sexual in nature) is a form of discrimination that involves unwelcome verbal or physical conduct based on race, religion, color, national origin, sex, age, disability, sexual orientation, and genetic information. It is behavior that is hostile and/or intimidating that creates an abusive or offensive work environment.

[Reprisal](#) is the wrongful threatening or taking of either unfavorable action against another or withholding favorable action from another solely in response to a report of discrimination or involvement in protected conduct or conversation.

Equal Opportunity is a professional conduct issue and it is based on a premise of fair and equal treatment and respect for all persons. It is everyone's responsibility to assist in promoting and environment free of discrimination. Mere compliance with minimum requirements is not enough to fully meet our obligations. I challenge everyone to be a role model of appropriate behavior and to confront any form of discrimination, harassment, or other inappropriate behavior when it is observed or brought to their attention.

You are encouraged to resolve issues at the lowest level possible and use BLM's Collaborative Action and Dispute Resolution (CADR) program. The discrimination complaint process is posted on official bulletin boards and posted on the [intranet](#). All reports of alleged discrimination will be taken seriously, promptly investigated and handled with professionalism, dignity and fairness. Corrective action and remedial action, up to including termination, will be taken in cases in which there are reason to believe discrimination has occurred.

If you believe you have been the victim of discrimination or reprisal, you should notify your immediate supervisor, member of management, EEO Counselor, or the Nevada State EEO Office immediately, but not later than 45 days of the incident.

All questions related to this policy should be directed to DeAnna Garrett, EEO Manager, at (775)861-6584.

Signed by:
Amy Lueders
Acting State Director

Authenticated by:
Joanne Maluotoga
Executive Staff Assistant