



United States Department of the Interior
BUREAU OF LAND MANAGEMENT
IDAHO



Equal Employment Opportunity (EEO) Policy Statement

It is the policy of the Bureau of Land Management (BLM) Idaho that no employee or applicant for employment will be denied equal opportunity because of race; color; religion; sex (including gender, gender identity, pregnancy, and sexual orientation); national origin; age (40 years of age or older); disability (physical or mental); genetic information; status as a parent; status as a veteran; marital status; political affiliation; reprisal for protected EEO activity; or any other basis protected by law. These protections extend to all management practices and decisions, including recruitment and hiring practices; appraisal systems; promotions; training; and career development programs.

All BLM Idaho employees share in this responsibility. For this reason, all BLM Idaho employees are to be familiar with and follow the BLM and the Department of the Interior's policies on the prevention and elimination of harassment; EEO training; reasonable accommodation; and personal assistance services. Together, we must proactively address discriminatory conduct before it affects our people and our mission. Federal law and policy compel it. Our duty to the public we serve requires it.

BLM Idaho employees who believe they have been subject to unlawful discrimination are encouraged to let the offender know the behavior is unwelcome and to promptly report it to their supervisor, a member of the management team, Idaho Office of Civil Rights, Human Resources Office, or through other appropriate grievance procedures. Employees and applicants who believe they have been subject to discrimination and wish to seek redress through the EEO complaint process must initiate this process with the Idaho Office of Civil Rights within 45 calendar days of the date of the incident that gave rise to the complaint, or, if it's a personnel action, within 45 calendar days of its effective date. All EEO complaints filed with the Idaho Office of Civil Rights will be processed swiftly, thoroughly, impartially, and through a process that protects privacy. For cases in which it is determined that discrimination has occurred, appropriate corrective action will take place.

Together, we must create an environment in which all BLM Idaho employees feel safe to raise concerns without fear of reprisal and are confident that those concerns will be properly addressed. Management officials who observe unlawful discrimination or have it reported to them have a duty to act. Immediate and appropriate action must be taken in such cases, regardless of whether the matter or the employee making the report is a part of the management official's component or another BLM component.

By implementing this EEO Policy and cooperating in its enforcement, we further BLM's mission. My personal thanks to each and every one of you for the important work you perform daily to this end. You can and do make a difference.

John F. Ruhs
State Director