THE SECRETARY OF THE INTERIOR
WASHINGTON

JUL 26 2011

Memorandum

To: All Department of the Interior Employees

From: Secretary Ken Salazar

Subject: Policy on Equal Opportunity and Zero Tolerance of Discrimination and Harassment

I am dedicated to promoting equal opportunity and a discrimination-free workplace at the Department of the Interior. The Department of the Interior is the face of America. The public we serve can only benefit from a workforce that thrives on equal opportunity.

I am also committed to the Department's long-standing policy that any type of unlawful discrimination or harassment will not be tolerated and must not occur. This policy affirms the Department's zero tolerance for discrimination and harassment on the bases of race, color, national origin, religion, sex (including pregnancy and gender identity), age, disability, sexual orientation, genetic information, or protected activity. All employees have a public trust to carry out the Department's policy on equal opportunity and create a work environment that a reasonable person would not consider intimidating, hostile, or offensive.

Employees who believe that they have been victims of harassment may, without fear of reprisal, seek immediate assistance of a management official as well as their Office of Civil Rights or Office of Equal Employment Opportunity. Employees may also utilize the Department's CORE Plus Program to mediate conflicts in the workplace. For additional information, please go to www.doi.gov/eeo.

Our policy on Equal Opportunity, and Zero Tolerance of Discrimination and Harassment extend to programs conducted by or receiving financial assistance from the Department. All equal opportunity and civil rights laws will be strictly enforced throughout the Department, and there will be zero tolerance of any form of discrimination or harassment in those programs as well.

I expect each manager and supervisor to join me in ensuring equal opportunity and zero tolerance of discrimination in a harassment-free workplace. I encourage our managers to talk with their employees about this policy on a regular basis.