

UNITED STATES DEPARTMENT OF THE INTERIOR
BUREAU OF LAND MANAGEMENT
WASHINGTON, D.C. 20240-0036
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To: All Employees
From: Director
Subject: Policy on Equal Employment Opportunity and the Prevention of Harassment (sexual and non-sexual)

The Department of the Interior is committed to zero tolerance for harassment on the basis of race, color, sex, national origin, religion, age (40 and over), disability, sexual orientation, genetic information, reprisal or any other protected activity. The Bureau of Land Management (BLM) has zero tolerance for discrimination and harassment in any form.

In general, harassment can be sexual or non-sexual in nature and it involves persistent and unwelcome conduct or actions that a reasonable person would consider to be intimidating, hostile, or offensive and which prohibits an employee from performing their assigned duties. All BLM employees are required on an annual basis to complete the Prevention of Sexual Harassment training offered by the Equal Employment Opportunity (EEO) Office.

Harassment and unlawful discrimination will not be tolerated. Employees who encounter or witness behavior that may be considered harassment and/or discriminatory are responsible for reporting such behavior to management or to EEO officials with the BLM's assurance that the law shields them from reprisal/retaliation. Complaints alleging harassment and/or discrimination will be addressed promptly, thoroughly, and impartially. Employees are required to fully cooperate and participate in EEO fact-finding inquiries, investigations and hearing processes.

The BLM leadership - State Directors, Assistant Directors, the National Operation Center Director, managers and supervisors at every level will be held accountable for ensuring a work environment that is free from harassment.

Our agency embraces a work environment that values diversity and fosters mutual respect, tolerance and cooperation. EEO is an integral component of sound leadership principles that are essential to mission accomplishment. Everyone is encouraged to use the [Alternative Dispute Resolution Program](#) whenever possible as a means of openly discussing workplace disputes and possibly resolving complaints.

All general questions related to EEO mediations should be directed your servicing EEO Office. Should you have questions regarding this IB, you may contact Alexie Rogers, Chief of the Office of Civil Rights, at 202-912-7484.

Signed by:
Neil Kornze
Director

Authenticated by:
Robert M. Williams
Division of IRM Governance, WO-560