

## Equal Opportunity/Affirmative Employment Policy Statement

The Bureau of Land Management (BLM) is committed to providing equal employment opportunities for all employees in its workforce based on merit and capability without regard to race, color, sex, religion, national origin, age (over 40), physical/mental disability or sexual orientation. Any form of discrimination or unwillingness to accommodate qualified persons with disabilities will not be tolerated.

Our goal is to ensure no one will be subjected to retaliation/reprisal for opposing discriminatory practices or for participating in any stage of the administrative or judicial process. We embrace an environment that values diversity and fosters mutual respect and cooperation. I consider Civil Rights/Equal Employment Opportunity (EEO) an integral component of sound leadership principles that are essential to mission accomplishment. State and Center Directors, Assistant Directors, managers and supervisors are the key players to make this happen. Consequently, the success of our Civil Rights and EEO Program must; therefore, depend upon commitment and positive actions by leadership at every level across BLM. Whenever possible, State and Center Directors, Assistant Directors, managers and supervisors are encouraged to use the Alternative Dispute Resolution (ADR) program for workplace and EEO dispute resolutions.

As the Bureau's Director, I pledge my full support to the principals of equal opportunity for all persons and need your commitment and support in ensuring that equal opportunity is a reality.