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# United States Department of the Interior

BUREAU OF RECLAMATION

Washington, D.C. 20240

**SEP 16 2009**



## MEMORANDUM

To: All Bureau of Reclamation Employees

From: Michael L. Connor  
Commissioner

Subject: Equal Opportunity Policy

I want to take this opportunity to concur with Secretary Salazar's September 4, 2009, Policy on Equal Opportunity and Zero Tolerance of Discrimination and Harassment. I am committed firmly to the principles of Equal Employment Opportunity (EEO) and the implementation of EEO policies and objectives that promote diversity and will enhance the quality of our work life and the productivity in our workplace.

The Bureau of Reclamation is fully committed to implementing all Federal laws and regulations relative to the development of plans to increase workforce diversity and the annual reporting of accomplishments against those plans. Among Reclamation's workforce diversity plans are our efforts to become a model EEO Agency through demonstrated leadership commitment and our continuing analysis of potential barriers to equal opportunity and appropriate remedial action for any barriers that may be identified.

The greatest resource at Reclamation is our employees. It is my goal to create a positive workplace where all employees feel comfortable that their work and individual contributions count. To this end, I promote a zero tolerance policy for harassment and discrimination. Reclamation will hold all employees accountable for their conduct if we do not uphold these fundamental principles.

Should you feel you have been discriminated against, harassed, or retaliated against for participating in protected EEO activity, you must contact an EEO counselor, the Reclamation Civil Rights Office, or your regional EEO office within 45 days of the alleged discriminatory event. Additional information on the EEO complaints program is available online at <http://intra.usbr.gov/cro/>.

I promote the full realization of equal opportunity in employment throughout Reclamation and I look forward to working with each of you in assuring that we meet our goal of eliminating discrimination in the workplace and becoming a model EEO Agency.