



**UNITED STATES GOVERNMENT
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION**

**Christopher J. Bavasi
Executive Director**

OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION

COMMITMENT TO EQUAL EMPLOYMENT OPPORTUNITY

POLICY STATEMENT FOR JANUARY 1, 2019 THROUGH DECEMBER 31, 2019

I AM AFFIRMING THIS AGENCY'S COMMITMENT TO TITLE VII OF THE CIVIL RIGHTS ACT OF 1964. CONSISTENT WITH THIS COMMITMENT, THE ONHIR IS COMMITTED TO ENSURING OUR WORKPLACE REFLECTS THE VALUES AS STATED BY LAW.

ONHIR'S OBJECTIVE IS TO PROVIDE A WORK ENVIRONMENT FREE OF UNLAWFUL EMPLOYMENT DISCRIMINATION AND TO WORK DILIGENTLY TO ENSURE EQUAL EMPLOYMENT OPPORTUNITIES FOR ALL EMPLOYEES AND APPLICANTS FOR EMPLOYMENT WITH THE AGENCY. ONHIR EMPLOYEES ARE PROTECTED BY FEDERAL LAWS PROHIBITING DISCRIMINATION ON THE BASIS OF RACE, RELIGION, COLOR, SEX (INCLUDING PREGNANCY AND GENDER IDENTITY), NATIONAL ORIGIN, AGE, DISABILITY, FAMILY MEDICAL HISTORY, OR GENETIC INFORMATION OR RETALIATION. MOREOVER, CONSISTENT WITH PRESIDENTIAL EXECUTIVE ORDERS AND OTHER LAWS DESIGNED TO PROTECT FEDERAL EMPLOYEES, WE MUST VIGILANTLY PREVENT DISCRIMINATION BASED ON SEXUAL ORIENTATION, PARENTAL STATUS, MARITAL STATUS, POLITICAL AFFILIATION, MILITARY SERVICE OR ANY OTHER NON-MERIT BASED FACTOR. THESE COMMITMENTS MUST BE EXEMPLIFIED IN ALL OF OUR MANAGEMENT PRACTICES AND DECISIONS, INCLUDING RECRUITMENT AND HIRING PRACTICES, APPRAISAL SYSTEMS, PROMOTIONS, TRAINING AND CAREER DEVELOPMENT PROGRAMS.

ONHIR'S OBJECTIVE IS TO ALSO ENSURE THAT AGENCY EMPLOYEES WHO BELIEVE THEY HAVE BEEN DISCRIMINATED AGAINST ARE FULLY ABLE TO EXERCISE THEIR RIGHT TO FILE AN EEO COMPLAINT OR GRIEVANCE OR OTHERWISE OPPOSE UNLAWFUL DISCRIMINATION WITHOUT FEAR OF RETALIATION. CONSISTENT WITH FEDERAL LAWS, ACTS OF RETALIATION AGAINST AN EMPLOYEE WHO ENGAGED IN A PROTECTED ACTIVITY, WHISTLE BLOWING, OR THE EXERCISE OF ANY APPEAL OR GRIEVANCE RIGHT PROVIDED BY LAW WILL NOT BE TOLERATED.

ONHIR MANAGERS AND SUPERVISORS ARE REMINDED OF THEIR RESPONSIBILITY TO PREVENT, DOCUMENT AND PROMPTLY CORRECT HARASSING CONDUCT IN THE WORKPLACE. EMPLOYEES ARE URGED TO REPORT ACTS OF HARASSMENT TO THE APPROPRIATE AGENCY OFFICIALS AS OUTLINED IN THE AGENCY'S ANTI-HARASSMENT POLICY.

ONHIR'S OBJECTIVE IS TO COMPLY WITH EEO LAWS WHICH PROHIBIT PUNISHING JOB APPLICANTS OR EMPLOYEES FOR ASSERTING THEIR RIGHTS TO BE FREE FROM EMPLOYMENT DISCRIMINATION INCLUDING HARASSMENT. ASSERTING THESE EEO RIGHTS IS CALLED "PROTECTED ACTIVITY" AND IT CAN TAKE MANY FORMS. PARTICIPATING IN A COMPLAINT PROCESS IS PROTECTED FROM RETALIATION UNDER ALL CIRCUMSTANCES. OTHER ACTS TO OPPOSE DISCRIMINATION ARE PROTECTED AS LONG AS THE EMPLOYEE WAS ACTING ON A REASONABLE BELIEF THAT SOMETHING IN THE WORK PLACE MAY VIOLATE EEO LAWS EVEN IF HE OR SHE DID NOT USE LEGAL TERMINOLOGY TO DESCRIBE IT.

ONHIR MANAGERS AND SUPERVISORS ARE REMINDED IT IS UNLAWFUL TO RETALIATE AGAINST APPLICANTS OR EMPLOYEES FOR FILING OR ENGAGING IN AN EEO COMPLAINT PROCESS.

ANY EMPLOYEE WHO FEELS THAT HE OR SHE HAS BEEN SUBJECTED TO ONE OF THESE FORMS OF DISCRIMINATION OR RETALIATION SHOULD CONTACT THE AGENCY'S CONTRACTED EEO OFFICER, VALERIE NEWCOMB, COLORADO SPRINGS, CO (719) 229-8122, OR AS APPROPRIATE THE OFFICE OF SPECIAL COUNSEL AT (202) 254-3600 OR THE MERIT SYSTEMS PROTECTION BOARD AT (202) 653-7200.

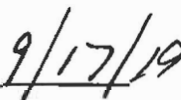
THE TIMEFRAME FOR ESTABLISHING AN EEO CONTACT FOR FILING A DISCRIMINATION COMPLAINT IS 45 DAYS FROM THE DATE OF THE OCCURRENCE. HOLIDAYS AND WEEKEND ARE INCLUDED IN THE CALCULATION ALTHOUGH IF THE DEADLINE FALLS ON A WEEKEND OR A HOLIDAY, INDIVIDUALS HAVE UNTIL THE NEXT BUSINESS DAY TO FILE A COMPLAINT.

IT IS INCUMBENT UPON EVERY EMPLOYEE OF THE AGENCY TO ENSURE THAT THE ONHIR STANDS AS AN EXEMPLAR OF EQUITY AND INCLUSIVENESS AND THAT EACH EMPLOYEE TAKES RESPONSIBILITY FOR IMPLEMENTING THE OFFICE'S EEO POLICY AND COOPERATING FULLY IN ITS ENFORCEMENT.

THANK YOU FOR YOUR CONTINUED DEDICATION TO FULFILLING THE MISSION OF OUR AGENCY.

A handwritten signature in cursive script, reading "C. Bavasi", written over a horizontal line.

CHRISTOPHER J. BAVASI, EXECUTIVE DIRECTOR

A handwritten date "9/17/19" written in cursive script over a horizontal line.

DATE