



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

OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION

**Christopher J. Bavasi
Executive Director**

COMMITMENT TO EQUAL EMPLOYMENT OPPORTUNITY

POLICY STATEMENT FOR JANUARY 1, 2022 THROUGH DECEMBER 31, 2022

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. 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 ESURE 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 ALSO 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.

ANY EMPLOYEE WHO FEELS THAT HE OR SHE HAS BEEN SUBJECTED TO ONE OF THESE FORMS OF DISCRIMINATION OR RETALIATION SHOULD CONTACT TERESA SLATER IN THE ONHIR HUMAN RESOURCES BRANCH OR THE AGENCY'S EEO PROGRAM MANAGER (NANCY THOMAS) OR AS APPROPRIATE THE OFFICE OF SPECIAL COUNSEL AT (202) 254-3600 OR THE MERIT SYSTEMS PROTECTION BOARD AT (202) 653-7200.

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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 TAKE RESPONSIBILITY FOR IMPLEMENTING THE OFFICE'S EEO POLICY AND COOPERATING FULLY IN ITS ENFORCEMENT.

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

DocuSigned by:

Christopher J Bavasi

1/3/2022

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CHRISTOPHER J. BAVASI, EXECUTIVE DIRECTOR

DATE