



# United States Department of the Interior

BUREAU OF INDIAN AFFAIRS  
Washington, DC 20240

March 18, 2024

## Memorandum

To: All Bureau of Indian Affairs (BIA) Employees

From: Darryl LaCounte  
Director, Bureau of Indian Affairs

Subject: Equal Employment Opportunity Policy Statement

Equal opportunity is a right of every BIA employee. This right must be respected, encouraged and promoted daily by management and every employee as we work towards fulfilling our mission. We are firmly committed to a policy that provides all individuals with equality in the workplace and ensures opportunities to leverage the full range of talents, skills, perspectives, backgrounds, and life experiences of every employee.

A diverse and inclusive workplace creates a culture which capitalizes on the similarities and differences of individuals, enabling each employee to reach their full potential. It also maximizes their contributions to our strategic goals and objectives. Managers and employees are encouraged to recognize and incorporate the benefits that diversity and inclusion bring to our workplaces and overall workforce.

In all that we do to accomplish our mission, we must be determined to embrace the tenets of diversity, equality, inclusion and accessibility. To that end, no employee will be denied an equal opportunity because of their race, color, national origin, religion, sex (including pregnancy, gender identity, and sexual orientation), age (over 40), disability (mental or physical), genetic information or in reprisal for protected activity.

All equal opportunity and civil rights laws will be strictly enforced throughout our Bureau, and necessary corrective actions will be taken when violations are found. As employees, we must uphold the public's trust by maintaining a work environment that is not hostile, intimidating, or offensive. Each manager and supervisor is required to ensure a discrimination and harassment free workplace. Managers and supervisors are asked to speak with their employees about this policy regularly and seek assistance from the BIA's Office of Equal Opportunity and Civil Rights Programs when questions arise.

An employee who believes that he or she is subjected to discrimination, protected under any of the governing Federal laws, policies and regulations, should contact the BIA, Office of Equal Opportunity, within 45 calendar days of the date of the action and/or act believed to be discriminatory.

Allegations of discriminatory behavior, actions and/or acts may also be raised with management officials in their chain of command, through the Negotiated or Administrative Grievance Process, or through the Merit Systems Protection Board, as appropriate.

For additional information, you may contact the Office of Equal Opportunity and Civil Rights Programs at (202) 208-5690 or email us at [bia\\_bie\\_eeo@bia.gov](mailto:bia_bie_eeo@bia.gov). You may also visit the website: <https://www.bia.gov/bia/eeo> for additional information.

All of us are responsible for complying with this Policy Statement, upholding professional conduct in the workplace, and maintaining an environment that honors integrity, dignity, and respect.

For questions, please contact the Director, Office of Equal Opportunity and Civil Rights Programs, Krista Hodges-Eckhoff at [krista.hodges-eckhoff@bia.gov](mailto:krista.hodges-eckhoff@bia.gov).