



# United States Department of the Interior

U.S. GEOLOGICAL SURVEY

Office of the Director

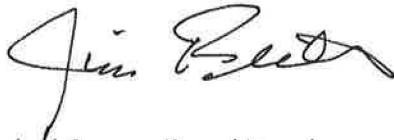
Reston, Virginia 20192

In Reply Refer To:  
Mail Stop 602  
GS18001455

DEC 27 2018

Memorandum

To: All U.S. Geological Survey Employees

From: Jim Reilly  
Director 

Subject: U.S. Geological Survey Equal Employment Opportunity and  
Non-Discrimination Policy Statement

The U.S. Geological Survey (USGS) is committed to the principles of Equal Employment Opportunity (EEO) and non-discrimination. All employees, former employees, applicants for employment, and members of the public who seek to participate in USGS programs, activities, and services will not be discriminated against because of race, color, religion, national origin, sex (including pregnancy and gender identity), age, mental or physical disability, genetic information, sexual orientation, or status as a parent, and we will not tolerate reprisal against those who exercise their rights under the applicable EEO laws.

As USGS Director, I want to affirm my commitment to equal employment opportunity and non-discrimination. Seeking individuals with the best talent and broadest experience, the USGS is driven to ensure that every qualified person has an equal opportunity to compete and contribute their full potential. I am committed to embracing the principles of EEO as a sound business practice that supports the USGS mission, and covers all personnel and employment programs, management practices, and decisions to include, but not limited to, recruiting, hiring, merit promotions, transfers, reassignments, training and career development, benefits, and separations.

The USGS will make sure that EEO program requirements are enforced in accordance with the governing regulatory guidelines, and we will investigate and address allegations of discrimination or workplace harassment promptly and professionally. Where allegations are substantiated, the USGS will take appropriate action. If you believe you have been subjected to discrimination or harassment, you may contact the Office of Diversity and Equal Opportunity within 45 days at (703) 648-7770 or (866) 816-1106 to speak with an EEO Counselor. The EEO Counselor will explain the EEO complaint process, and your rights and responsibilities. Additional information is available at: <https://internal.usgs.gov/ops/eo/> and [https://www.eeoc.gov/federal/fed\\_employees/index.cfm](https://www.eeoc.gov/federal/fed_employees/index.cfm).

The USGS has an exemplary reputation as the Nation's premier earth science agency delivering unbiased, objective, and independent scientific data and findings. Likewise, I expect that the USGS will make employment decisions based on legitimate business criteria that are unbiased, objective, and free from unlawful discrimination. I am counting on everyone to do their part in these efforts and I expect all employees, supervisors and managers to adhere to the principles of this policy.

If you have any questions, please contact Regina Neil-Mujahid, Chief, Office of Diversity and Equal Opportunity at (703) 648-7760 or [rneal-mujahid@usgs.gov](mailto:rneal-mujahid@usgs.gov).