



INTERNATIONAL BOUNDARY AND WATER COMMISSION
UNITED STATES AND MEXICO
UNITED STATES SECTION

Reaffirmation of EEO Policy Statement

January 2008

I want to reaffirm our commitment to the principles of equal employment opportunity and non-discrimination. It is the USIBWC's policy to provide every individual with an equal opportunity in all of its employment programs and to prohibit discrimination in all aspects of the agency's employment policies, practices and activities. This includes but is not limited to recruitment, hiring, assignments, professional development, terms and conditions of employment, and advancement.

Every employee at the USIBWC is responsible for maintaining a work environment that is free of discrimination. When any employee or job applicant is discriminated against, the work of the Commission suffers, opportunities for achievement are lost, and the ability of our employees to reach their full potential is jeopardized.

I expect each employee to work to strengthen the Agency's commitment toward becoming a model workplace. This means that our main objective is to have a workplace that is inclusive and supportive of diversity; a workplace that is free of any form of harassment or hostility, where everyone is treated with dignity and respect and can thrive and advance without regard to race, color, sex, religion, national origin, age, disability or any other personal characteristics that have nothing to do with one's ability to successfully perform assigned duties and responsibilities.

Let us always conduct ourselves in a professional manner, advancing the principles of workplace access and inclusion and exercising zero tolerance for prohibitive, discriminatory behavior.

Applicants and employees who believe they have been discriminated against on the basis of race, color, national origin, religion, age, sex, disability, or sexual orientation, or subjected to reprisal for opposing discrimination in the agency, or participating in the complaint process, are encouraged to call or visit the EEO Office, 4171 N. Mesa, The Commons Bldg., Ste. 302, El Paso, TX 79902, (915) 832-4112.

Carlos Marin
Commissioner