



United States Department of the Interior

BUREAU OF RECLAMATION
Washington, D.C. 20240



IN REPLY REFER TO:

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July 9, 2008

SENT VIA ELECTRONIC MAIL ONLY

MEMORANDUM

To: All Bureau of Reclamation Employees

From: Robert W. Johnson /s/
Commissioner

Subject: Anti-Discrimination Policy

The purpose of this memorandum is to express my concurrence with Secretary Kempthorne's May 22, 2008, Departmental Anti-Harassment Policy and to affirm my commitment to the principles of equal employment opportunity and non-discrimination. The Bureau of Reclamation strives to make civil rights an essential and integral part of every program and service, and to provide all employees with a working environment free from discrimination – where individual differences are respected and valued. This is essential to accomplishing Reclamation's goal of managing, developing, and protecting water and related resources in the interest of the American public.

Reclamation continues to have a zero tolerance policy for harassment and discrimination. Employees will be held accountable for their conduct if these fundamental principles are not upheld.

Should you feel you have been discriminated against, harassed, or retaliated against for participating in protected Equal Employment Opportunity (EEO) activity, you must contact an EEO counselor or the Reclamation Civil Rights Office within 45 days of the alleged discriminatory event. Additional information on the EEO complaints program is available online at <http://intra.usbr.gov/cro/>.

Let us always advance the principle of workplace inclusion by exercising zero tolerance for discriminatory behavior. I trust that we will all work together to strengthen Reclamation's commitment towards these goals.

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