

# Indian Health Service

# Office of Equal Employment Opportunity



## EMPLOYEES AND APPLICANTS RIGHTS AND RESPONSIBILITIES



### **Basis for a Complaint.**

**Race, Color, Sex, Age,  
National Origin, Physical  
or Mental Disability,  
Reprisal, or Religion**

### **CONTACT:**

Betty L. Pino, Area EEO, (505) 248-4620

David Thompson, Regional Mgr, (405) 951-3948

Janet English, EEO Specialist, (405) 951-3949

Ernestine Overfield, ER Specialist, (505) 248-4515

The Indian Health Service (IHS) is committed to ensuring equal employment opportunity for all employees and applicants including Commissioned Officers. The Director of IHS has made it the personal responsibility of all managers and supervisors to ensure that the principle, spirit, and intent of equal employment opportunity laws are adhered to.

It is against the law to discriminate against an employee or applicant because of his/her race, color, sex (including sexual harassment), age, national origin, physical/mental disability, or religion. It is also illegal to retaliate or take actions of reprisal against an employee for having opposed a discriminatory practice or for having participated in an EEO matter.

Complaints regarding the Equal Pay Act may now be processed in the same manner as other complaints (under Part 1614). DHHS policy prohibits discrimination because of sexual orientation.

If you believe that you have been discriminated against for any of the above reasons, you **must** contact the EEO Office, Albuquerque Area Indian Health Service within **45 days** of the alleged discriminatory event. Your right to file a formal complaint could be jeopardized if you fail to contact the EEO Office with the 45 days time limit.

Commissioned Officers are not covered under Title VII. Commissioned Officers should contact the EEO Manager within 15 days of the alleged discriminatory event.

**The IHS is strongly committed to maintaining a workplace free from Sexual Harassment. If you feel that you are a victim of Sexual Harassment or have witnessed an incident of Sexual Harassment, please contact your EEO Manager.**