



INDIAN HEALTH SERVICE 2019 EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Equal opportunity in employment means opportunity not just for some, but for all. The Indian Health Service (IHS) is fully committed to providing equal opportunity in Federal employment to its employees and applicants and will not tolerate discrimination or harassment based on any non-merit factor, including race, color, religion, sex (including pregnancy), sexual orientation, gender identity, national origin, age, disability (physical or mental), status as a parent, or genetic information. Each of us is responsible for creating a workplace that acknowledges each individual and treats everyone with respect, dignity, and professionalism.

Equal Employment Opportunity (EEO) covers all human capital and employment programs, management practices and decisions, including, but not limited to, recruitment, hiring, merit promotion, transfer, reassignment, training, career development, benefits, termination, and removal. The IHS supports employees in exercising their rights under EEO laws. Reprisal against individuals who engage in protected activity will not be tolerated.

Managers and supervisors have both an ethical and legal responsibility to make equal opportunity a reality by fully implementing EEO policies and programs to address the employment concerns of all workers. Ensuring a more diverse workforce means actively supporting Diversity Management and EEO Staff, including Area EEO Managers, EEO Specialists, EEO Contacts, and EEO Counselors. Managers and supervisors must also partner with Human Resources to recruit and retain qualified staff and applicants without regard to non-merit factors.

Preserving these rights in our workplace takes care and vigilance. Our continued and vigorous adherence to both the spirit and the letter of these laws are fundamental to the success of the Agency's mission. The IHS must continue to be an organization that seeks those with broad experience to ensure that every qualified person has an equal chance to compete and contribute.

Agency priorities will continue to reinforce workplace policies and help each of us ensure that the IHS is free from all forms of discrimination, including harassment and retaliation. This commitment also includes full Agency support of reasonable accommodation for qualified individuals with disabilities.

We must all view our commitment to EEO as a matter of personal integrity and accountability.

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