



## INDIAN HEALTH SERVICE

### EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Our success in ensuring that the Indian Health Service (IHS) fulfills its mission to raise the physical, mental, social, and spiritual health of American Indians and Alaska Natives to the highest level relies on the contributions of every employee. Equity in employment opportunity is not only the law, but is a fundamental business practice that is essential to furthering our vision of achieving healthy communities and quality health care systems through strong partnerships and culturally responsive practices.

To this end, the IHS is committed to providing equal opportunity in Federal employment to its employees and applicants for employment. The IHS will not tolerate discrimination or harassment (including sexual harassment) on the basis of: age; disability (mental, physical, or sensory); equal pay or compensation; genetic information (including family medical history); national origin; pregnancy; race; color; religion, or belief; sex (including gender identity and/or expression; sexual orientation, or sexual stereotyping); or any other status protected by Federal laws and regulations. The IHS is also committed to ensuring a workplace free of discrimination and harassment based on the following: family or parental status; marital status; civil union status, or domestic partnership status; past or present military service; and/or political affiliation. Our commitment to equal opportunity also includes support for reasonable accommodations for qualified individuals with disabilities.

Indian Health Service employees and applicants for employment are also protected against retaliation. Retaliation in any form against an individual who reports unlawful discrimination or harassment is strictly prohibited and will not be tolerated.

Equal Employment Opportunity (EEO) pertains to all human capital and employment programs, management practices and decisions, including, but not limited to, recruitment, hiring, benefits, promotions, reassignments, transfers, separations, appraisal systems, training, and career development. All employees and applicants for employment will have the freedom to compete for opportunities on a fair and level playing field.

Managers and supervisors have an ethical and legal responsibility to fully implement EEO policies and programs to address the employment concerns of all employees. This can be achieved by actively supporting Diversity Management and EEO staff, including Area EEO Program Managers and specialists, EEO counselors, and other EEO contacts, as well as partnering with the IHS Office of Human Resources to recruit qualified applicants and retain employees, without regard to non-merit factors.

All IHS employees are accountable for creating a work environment free of unlawful discrimination and harassment, while promoting professionalism, excellence, teamwork, respect, dignity, fairness, and equity. Equal Employment Opportunity principles outlined in this policy are vital to maintaining an inclusive, engaged, and productive workforce.

The IHS supports employees and applicants for employment in exercising their rights under EEO laws. Any employee or applicant for employment who believes they have experienced discrimination, or any form of harassment, is encouraged to contact Diversity Management and EEO staff, or their local EEO office, within 45 calendar days of the aggrieved action. A list of EEO offices is available online at <https://www.ihs.gov/eo/staff/>.

As a way to achieve early resolution of workplace disputes and EEO complaints, I encourage managers, supervisors and employees to utilize the IHS's Mediation/Alternative Dispute Resolution (ADR) Program. A trained, neutral mediator can assist the parties in working out possible solutions to disputes, as well as helping improve communication and the quality of work-life. For information on using the Mediation/ADR Program for workplace disputes and EEO-related complaints, please contact DMEEEO or your local EEO Office and visit the DMEEEO Mediation/ADR Web site at <https://www.ihs.gov/eo/medprogram/>.

I ask for your support and cooperation as we strive to make the IHS a model workplace and the best health care system in the Nation.

Roselyn Tso  
-S

A digital signature block for Roselyn Tso. It includes the text "Digitally signed by Roselyn Tso -S", the date "Date: 2023.04.26", and the time "16:53:33 -04'00'". A red line is drawn across the signature area.

Roselyn Tso  
Director