



United States Department of the Interior  
FISH AND WILDLIFE SERVICE  
Washington, D.C. 20240



In Reply Refer To:  
FWS/ODIWM/

Memorandum

To: U.S. Fish and Wildlife Service Directorate

From: Acting Director

Subject: Fiscal Year 2023 Equal Employment Opportunity (EEO) and Non-Discrimination Policy

It is the policy of the U.S. Fish and Wildlife Service (Service) to provide equal employment opportunity to all employees and applicants for employment. Our success in meeting the mission of the Service rests on a foundation of shared values and underlying beliefs that we can be our true selves at work, that dignity and respect are paramount, and that our individual and collective accomplishments have intrinsic worth.

The Service is committed to management practices and decisions that are free of discrimination, including in recruitment, hiring, merit promotions, transfers, reassignments, training, career development, benefits, and separations. Actions affecting any term or condition of employment may not be based on an individual's:

- Race
- Color
- Religion
- Sex (including pregnancy, sexual orientation, transgender status, gender identity or expression)
- National origin
- Disability
- Age (40 years or older)
- Genetic information
- Protected EEO activity (Reprisal)

Everyone in the Service should feel included, safe, and supported. We will not tolerate discrimination, harassment, or reprisal in the workplace and will address any such allegations promptly and professionally.

If an employee believes they have been the subject of unlawful discrimination, harassment, or reprisal and wishes to enter the complaint process, they must initiate contact with the Office of Diversity and Inclusive Workforce Management (ODIWM) at [eeocomplaints@fws.gov](mailto:eeocomplaints@fws.gov) or contact an EEO counselor within 45 calendar days of either the event they believe constitutes discrimination in the workplace or from the time they become aware of that event.

The Service seeks to create and foster a non-discriminatory and inclusive work environment where opportunities exist for all employees to attain personal goals, grow professionally, and fully contribute to the vital mission of our organization. In order to achieve these goals, all employees have a part to play by modeling exemplary conduct, stewardship, and professionalism in all workplace interactions.

In addition, the Service will hold managers and supervisors responsible and accountable for promoting and ensuring equal opportunity in its policies, programs, and practices. We must foster workplaces that allow each employee to contribute to their full potential; therefore, upon request and as appropriate, we must provide reasonable accommodations to qualified individuals with disabilities, unless doing so would pose an undue hardship on the Department of the Interior (Department).

All Service personnel are responsible for complying with this non-discrimination policy, upholding professional conduct in the workplace, and maintaining an environment that honors integrity, dignity, and respect. We must continue to strive to create and maintain workplaces that are free from discrimination, harassment, and retaliation. This policy and the Department's policy on equal opportunity and workplace conduct is posted on the Service's internal website, as well as in common areas.

Service employees should direct questions regarding this policy by email to [eeocomplaints@fws.gov](mailto:eeocomplaints@fws.gov) or by calling ODIWM at (703) 358-1724.