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Subject: Annual Issuance - Region 5 Equal Employment Opportunity Statement (2016)
To: All Region 5 Employees

As Regional Forester, I am committed to maintaining a work environment where the principles of civil rights are valued and fostered and where equal employment and program delivery are a reality.

My expectation is for every employee in Region 5 to comply with this Equal Employment Opportunity (EEO) Policy and promote a work environment where employees, employment applicants, and customers are free from discrimination or reprisal based on race, color, national origin, sex (including gender identity and gender expression), religion, age, disability, sexual orientation, marital or family status, political beliefs, parental status, and protected genetic information. This must be our passion and our vision.

As we continuously strive toward our goal to be a model employer of choice, we must work diligently to hire, develop, and retain a skilled and all-inclusive workforce that reflects the public we serve and recognizes and respects differences. Each employee is responsible for maintaining a workplace that recognizes and appreciates each individual, and treats others with respect and dignity. To do otherwise is simply not acceptable and will not be tolerated.

Managers and supervisors will continually be held accountable for their responsibility to identify and correct discriminatory policies, practices, and behaviors and for taking prompt and appropriate action to ensure that the work environment is free of unlawful discrimination, reprisal, and/or harassment.

Any employee who believes that he or she has been discriminated against may pursue the matter by contacting the Employee Complaints Program within 45 calendar days of the alleged discriminatory event. Information about complaint procedures can be found at <http://fsweb.r5.fs.fed.us/unit/cr/cmp/eo/>. Prevention is the best tool to eliminate discrimination in the workplace, and as a result, I encourage employees to seek early resolution of potential work environment issues using Conflict Management and Prevention (CMP) Program services.

By treating others in the workplace with dignity and respect, we can realize our full potential in accomplishing our mission. We are strengthened by our diversity, and empowered by our commitment to effective equal employment opportunity.

/s/ Randy Moore

RANDY MOORE
Regional Forester Pacific Southwest Region

