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Subject: Harassment Free Work Environment

July 19, 2023

To: Regional Foresters, Station Directors, IITF Director, Deputy Chiefs, WO Directors

As the Chief of the Forest Service, I am committed to an inclusive and respectful work environment for all employees, one that fully lives up to our Core Values and abides by our [Code and Commitments](#). An essential part of that commitment is having a workplace that is free from harassment.

To that end, I want to remind you that the Forest Service Anti-Harassment Policy ([FSM 8000, Chapter 8100](#)) prohibits harassment or bullying of any kind, as well as retaliation against anyone who reports or stands up against harassment. That policy applies to all Forest Service employees and anyone else working under a formal agreement with the Forest Service, including contractors, administratively determined workers (“AD” or “spot hires”), and volunteers. It establishes processes for reporting harassment, bullying, and retaliation, and it also sets clear expectations for supervisors and management officials who become aware of such prohibited behaviors.

If you believe you have experienced or witnessed harassment within the Forest Service, I urge you to [report it](#) by calling the Harassment Reporting Center toll-free at 844-815-8943. And if you have any questions, concerns, or need further assistance, please do not hesitate to reach out directly to the [Anti-Harassment Program](#) staff.

Additionally, the Work Environment and Performance Office has worked in partnership with Human Resources Management and the Office of Civil Rights to provide resources that support a healthy work environment, including the [Conflict Management and Prevention Center](#), [Employee Assistance Program](#), [Employee Wellbeing Programs](#), and the [Equal Employment Opportunity Process](#). The [Equity Toolkit](#) is also available to employees as a guide for advancing equity in work units and communities. And this year we are adding an [Ombuds Office](#) - an independent, impartial, informal, and confidential resource to help employees understand their workplace issues, explore options for how to address them, and make informed decisions.

By using these resources, we can promote a Forest Service culture that supports the safety, well-being, and success of every employee. Remember, we are *all* responsible for creating and maintaining a work environment that is inclusive, respectful, and free from harassment.

Thank you for your commitment to upholding our values and fostering a safe and respectful workplace.

RANDY MOORE
Chief

