



United States Department of the Interior

NATIONAL PARK SERVICE
1849 C Street, N.W.
Washington, DC 20240

MAR 15 2017

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Memorandum

To: National Park Service Employees
From: Acting Director *M. J. Reynolds*
Subject: National Park Service Equal Employment Opportunity Policy Statement

The National Park Service (NPS) is committed to a work environment where equal opportunity is embraced, and the diversity it generates, is interwoven into the very fabric of our organization.

The NPS will comply with our Nation's equal employment opportunity (EEO) and civil rights laws and maintain a workplace where discrimination, retaliation, and harassment are not tolerated. This includes following all EEO laws in the Federal workplace. Every employee is responsible for maintaining a work environment that is free of unlawful discrimination, harassment, and reprisal. Managers and supervisors are held accountable and are responsible for identifying and correcting discriminatory policies, practices, and behaviors. They must take prompt and appropriate action to ensure that the workplace is free of unlawful discrimination, intimidation, reprisal, and harassment.

The NPS is committed to promoting and ensuring EEO for all employees and job applicants during every phase of employment. When any employee or job applicant is discriminated against, opportunities for achievement are lost, and the ability of our employees to reach their full potential is jeopardized. We will aggressively eliminate all barriers to EEO for employees and applicants, and will ensure that our recruitment and selection processes support the full consideration of all qualified individuals.

We will ensure that all aspects of employment, including hiring, promotions, pay, benefits, assignments, transfers, training, evaluations, awards, discipline, and adverse actions (including separations) comply with NPS policies, EEO laws, and regulations.

Please refer to Director's Order #16D: Equal Employment Opportunity and Zero Tolerance of Discrimination (<http://www.nps.gov/policy/DOrders/DO-16D.pdf>) for further guidance.

I expect all NPS employees to adhere to this policy.