**Equal Employment Opportunity**

The people of Bureau of Land Management (BLM) Fire and Aviation are our most valuable resource. Fire and Aviation recognizes that providing a workplace in which there is fair and equitable workplace opportunities is a vital component of readiness. Providing equality in opportunity is vital to attracting, developing, and retaining a top-quality workforce in order to accomplish our strategic mission. It is Fire and Aviation’s policy to ensure that Equal Employment Opportunity (EEO) is fully integrated into the mission with demonstrated commitment from leadership at all levels.

Fire and Aviation expects all employees to proactively prevent discrimination in employment because of race, color, religion, sex, national origin, age (40 and over), disability, and or reprisal for participation in the EEO process. Managers and supervisors share the responsibility with EEO for successful policy and program implementation so that we can promote the full realization of equal employment opportunity through continuing affirmative programs that efficient, responsive, and legally compliant.

The EEO office provides leadership, develops policy, and provides interpretation and recommendations on a wide range of equal employment and civil rights issues to Fire and Aviation managers, supervisors, employees, and the public. EEO policies are clearly defined and provide the foundation for a workplace free from unlawful discrimination.

If you believe you have been discriminated against because of your race, color religion, sex (including sexual orientation and gender identity), national origin, age (40 years and over), physical or mental disability, genetic information, and/or reprisal or retaliation for participation in the EEO process, you can use the EEO discrimination complaint process.

*You have 45 calendar days from the date of the incident to initiate an EEO complaint by contacting:*

Eileen Wallace, BLM Fire and Aviation, EEO Manager  
Located in the Jack Wilson Building, 2nd Floor, Room 220  
3833 Development Avenue, Boise, Idaho 83705  
Phone: (208) 387-5454  
Email: [ewallace@blm.gov](mailto:ewallace@blm.gov)

EEO policies and regulations:

BLM EEO Policy, IM-2020-013 – LINK, doc in folder

BLM Fire and Aviation EEO Policy – LINK, doc in folder

BLM EEO Process Overview – LINK, doc in folder

[EEO Commission (EEOC) Federal Sector Guidance](https://www.eeoc.gov/federal-sector)

[EEOC Management Directive 110 - Federal Sector Complaint Processing](https://www.eeoc.gov/federal-sector/management-directive/management-directive-110)

[EEOC Management Directive 715 - Affirmative Employment Program](https://www.eeoc.gov/federal-sector/management-directive/section-717-title-vii)

[Code of Federal Regulation - 29 CFR 1614](https://www.govinfo.gov/content/pkg/CFR-2017-title29-vol4/xml/CFR-2017-title29-vol4-part1614.xml)

BLM Reasonable Accommodation Policy – LINK, doc in folder

EEO Notice to All Employees and Applicants – LINK, doc in folder