




# United States Department of the Interior

OFFICE OF SURFACE MINING  
RECLAMATION AND ENFORCEMENT  
Washington, D.C. 20240



**MAY 10 2017**

## Memorandum

To: All OSMRE Employees  
From:   
Glenda H. Owens  
Acting Director  
Subject: Anti-Harassment Conduct In the Workplace Policy

Harassment, bullying, belittling, and similar unacceptable behaviors diminish our ability to complete our mission of balancing the nation's need for continued domestic coal production with protection of the environment. As Acting Director of the Office of Surface Mining Reclamation and Enforcement (OSMRE), I remain committed to achieving a model workplace that is free from harassment based upon the protected categories of race, religion, color, sex (including pregnancy, gender identity and sexual orientation), parental status, national origin, age, disability, genetic information, political belief, marital status and reprisal. Harassment based upon these protected categories is a violation of federal law, policies, executive orders and unacceptable at OSMRE. Simply, I believe that everyone has a reasonable expectation to come to work and not be harassed.

Federal anti-harassment laws provide that harassment based upon a protected category becomes unlawful where enduring the offensive conduct becomes a condition of continued employment, or the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, or other verbal or physical harassment of a sexual nature.

This policy provides for protections against prohibited harassment such as bullying and belittling. Prohibited harassment is defined as unwelcome verbal, non-verbal, and physical behaviors that interfere with an employee's ability to come to work and perform his or her duties, even if the behavior is not based upon a protected category or does not rise to the level of being illegal as defined by law.

Reports of harassment will be taken seriously and dealt with promptly. Any appropriate corrective action will be implemented promptly which may include disciplinary action, from written warnings up to, and including, termination or other appropriate sanctions. Employees are protected against retaliation for reporting or assisting in the inquiry into reports of harassment.

Any employee or applicant who believes he or she was harassed, discriminated, or retaliated against should contact the Office for Equal Opportunity at the following locations:

Headquarters	202-208-5897
Appalachian/Mid Continent Region	412-937-2915
Western Region	202-208-2759

Employees may also, as appropriate, contact the Division of Human Resources, Office of Special Counsel, the Merit Systems Protection Board, Office of Inspector General, Ombuds or CORE PLUS Neutral.