

United States Department of the Interior
BUREAU OF LAND MANAGEMENT
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Instruction Memorandum No. 2008-018
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To: State and Center Directors
Attn: State/Center Equal Employment Opportunity Managers

From: Assistant Director, Human Capital Management

Subject: Public Civil Rights Program Policy Statement

Program Area: Public Civil Rights Program

Purpose: This policy establishes direction to Bureau of Land Management (BLM) State and Center Offices and employees to ensure compliance with and enforcement of the Bureau's prohibition against discrimination in programs and activities funded in whole or in part by the Bureau. This BLM guidance is limited to:

1. Conducting civil rights compliance reviews of organizations receiving financial assistance (Recipients) from the BLM (a sample of recipients or at least one per state/center per year); and
2. Processing administrative complaints of discrimination filed with the Bureau in any program or activity receiving financial assistance from BLM.

Policy/Action: It is BLM policy to ensure no person is subjected to prohibited discrimination based on race, color, national origin, religion, age, sex, and disability. This policy extends to programs and activities funded in whole or part by BLM. The policy, in part, is enforced by:

1. Fairly and efficiently responding to alleged discrimination complaints filed against Recipients of financial assistance and;
2. Systematically evaluating whether the extent to which Recipients of BLM financial assistance conduct their programs and activities in a manner consistent with applicable Federal civil rights requirements.

No person shall be subjected to reprisal or harassment because he or she filed a discrimination complaint; contributed to the identification, investigation, prosecution, or resolution of civil rights violations in or by a Recipient of Federal financial assistance from BLM; or otherwise aided or supported the enforcement of Federal civil rights laws and regulations.

Timeframe: This policy is in effect immediately.

Budget Impact: The budget impacts are minimal. State/Center EEO Managers are responsible for ensuring appropriate implementation in their organizations.

Background: The BLM Public Civil Rights Program is committed to furthering the prohibition of discrimination in Federally assisted and conducted programs by ensuring the compliance with and enforcement of Federal civil rights laws and regulations. Laws and requirements which apply to BLM Recipients include the following:

Authority: Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C 2000d
Title VI of The Civil Rights Act of 1964 was enacted by Congress to enforce the constitutional right to vote, to confer jurisdiction upon the district courts of the United States to provide injunctive relief against discrimination in public accommodations, to authorize the Attorney General to institute suits to protect constitutional rights in public facilities and public education, to extend the Commission on Civil Rights, to prevent discrimination in Federally assisted programs, and to establish a Commission on Equal Employment Opportunity.

Authority: Title IX of the Education Amendments of 1972, et. seq.
Title IX of The Education Amendments of 1972 is a comprehensive federal law that prohibits discrimination on the basis of sex in any Federally funded education program or activity. The principle objective of Title IX is to avoid the use of federal money to support sexually discriminatory practices in education programs such as sexual harassment and employment discrimination, and to provide individual citizens effective protection against those practices.

Authority: Executive Order 13166
Executive Order 13166, signed in August 2000 seeks to improve access to Federally conducted and Federally assisted programs and activities for individuals who, as a result of national origin, are limited in their English proficiency (LEP).

43 CFR 17

Title II of the Americans with Disabilities Act of 1990

Section 504 of the Rehabilitation Act of 1973

Age Discrimination Act of 1975

Civil Rights Restoration Act of 1987, P.L 100-259, as amended by, Civil Rights

Restoration Act of 1991, P.L. 102-166

205 DM 17 (Dated February 1996)

Executive Order 13160

Manual/Handbook Sections Affected: BLM's Public Civil Rights Compliance Manual on complaint processing and conducting compliance reviews of Federal financial assistance programs, is attached with this policy statement.

Coordination: This IM was coordinated with the Department of the Interior (DOI), Office of Civil Rights (OCR) and the BLM's Division of Property, Acquisition and Headquarters Services.

Contact: The point of contact regarding this policy is Bobbie A. Moore, Deputy Assistant Director, EEO, at (202) 254-3300.

Signed by:
Janine Velasco
Assistant Director
Human Capital Management

Authenticated by:
Robert M. Williams
Division of IRM Governance, WO-560

1 Attachment

1 - Public Civil Rights Compliance Program (60 pp)