



United States Fish & Wildlife Service

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Memorandum

From Director
Title Revised Zero Tolerance Portal Message

The purpose of this important message is to reaffirm the Service's commitment to provide a workplace free of discrimination and harassment of any type, especially discrimination and harassment based on age, race, national origin, color, religion, gender, disability, and sexual orientation. Managers, supervisors and employees are expected to perform their duties in a manner which fosters a professional and discrimination-free environment, and will be held accountable to maintain such an environment. Please see National Policy Issuance #98-03, published on January 16, 1998 at http://policy.fws.gov/npi98_03.html.

Discrimination and harassment should be serious concerns to everyone because they dramatically affect the lives of victims and those around the victims. Significant losses are often suffered by victims in the form of damage to their health, career, finances, and morale. Discrimination and harassment also impact our ability to carry out the Service's mission by affecting our reputation, our ability to recruit and retain employees, and our focus on our goals.

Let us continue striving to make the Service a model employer which provides a high quality work environment free of discrimination, values and respects diversity, and leverages diversity in a way that all employees have opportunities to contribute equally to the mission and advance to their full potential.

Our mission is, working with others, to conserve, protect and enhance fish, wildlife, and plants and their habitats for the continuing benefit of the American people.