



United States Department of the Interior

OFFICE OF NATURAL RESOURCES REVENUE

P.O. Box 25165
Denver, Colorado 80225-0165

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Memorandum

To: All Employees

From: Kimbra Davis
Director

Howard Cantor
Deputy Director

Jeffrey Carlson
Program Director, Audit Management

Bonnie Robson
Program Director, Coordination, Enforcement, Valuation, and Appeals

Subject: Prevention and Elimination of Harassing Conduct

The Executive Leadership Team (ELT) is committed to fostering a workplace that exemplifies dignity, respect, and inclusion. As one component of that commitment, we are focused on eliminating discrimination, harassment, and intimidation in the workplace.

Many of you know that the Department of the Interior (DOI) has undertaken several exciting initiatives aimed at engaging employees, improving our workplace culture, and preventing and eliminating harassing behavior. One of those initiatives is focused on ensuring employees have clear access to information about Personnel Bulletin 18-01, *Prevention and Elimination of Harassing Conduct*. ONRR joins all DOI bureaus and offices in creating public-facing “Prevention and Elimination of Harassing Conduct” webpages on the doi.gov or the bureaus’ public facing .gov platforms. The intent is to share information regarding our commitment to eliminate and prevent harassing conduct, and create work environments where employees feel safe, respected, valued, and able to work productively to accomplish our mission.

What is ONRR doing?

ONRR was at the forefront of taking immediate action, implementing the Civil Treatment for Employees training after having already trained managers and supervisors in Civil Treatment for Leaders in previous years. To date, we have trained 154 employees and have six classes planned through December 2020.

According to the results of the 2019 Federal Employee Viewpoint Survey, these efforts have

made a difference. In 2019, 13.3% of ONRR respondents reported experiencing harassing conduct within the past 12 months compared to 37.9% in 2017. In addition, 88.9% of respondents in 2019 indicated they knew where to report harassing conduct, and 89.3% of respondents were aware of available resources.

ONRR now has both an internal and external website with all the information you need to help us in this effort, through which we will keep you informed about DOI and ONRR actions to prevent and eliminate harassing conduct and create easier access to all available resources.

The ELT is committed to increasing communications and sharing data related to our efforts and successes, to help all of us work together to eliminate harassing conduct and build an even more positive and respectful work environment.

A matter as serious as workplace harassment demands full cooperation from everyone in an organization. Thank you for continuing to understand and support ONRR's efforts to make this one of the best places to work.