



July 21, 2023

TO: All NIGC Employees and Applicants for Employment
FROM: E. Sequoyah Simermeyer, Chairman
RE: Equal Employment Opportunity Statement

The National Indian Gaming Commission (NIGC) is charged with protecting tribal assets and promoting tribal self-sufficiency. A fair and equitable work environment is important to meeting our charge and ensuring accountability in our daily work. To that end, we must comport ourselves with dignity and civility, treat each other with mutual respect and professionalism, and place great value in the diversity of our agency. Under my leadership, the NIGC will recruit, hire, and retain the best employees from all backgrounds who are committed to working together to accomplish our mission.

Equal employment opportunity (EEO) is an important principle in our workplace. As such, all applicants and employees are entitled to the freedom to compete on a fair and level playing field. NIGC employees and applicants for employment are covered by federal laws and Presidential Executive Orders designed to safeguard federal employees and job applicants from discrimination on the bases of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, genetic information (including family medical history), political affiliation, military service, or other non-merit-based factors. All programs, management practices, and decisions at the NIGC, including but not limited to recruitment, hiring, pay, benefits, awards, evaluations, training and career development, promotions, transfers, reassignments, discipline, and separations will be conducted with merit-based principles in mind. To this end, I expect a work environment: (i) that is free of discrimination, intimidation, and/or harassment; (ii) where all employees may work without fear of reprisal for participating in protected activities; and (iii) where qualified employees and applicants with disabilities receive reasonable accommodations so that they can successfully accomplish their duties or have an equal opportunity to apply for a position.

NIGC employees and applicants for employment are also protected against retaliation. Consistent with federal laws, acts of retaliation against individuals who engage in protected activities, such as reporting discrimination or harassment or participating in the EEO process, whistleblowing, or the exercise of any appeal or grievance right provided by law, will not be tolerated at the NIGC. We are all responsible for maintaining a model workplace free of discrimination, intimidation, harassment, and reprisal. All employees are urged to report acts of discrimination, intimidation, harassment, or reprisal to appropriate agency officials. Managers and supervisors are specifically reminded of their responsibility to promptly identify, document, and correct discriminatory policies, practices, and behaviors of which they become aware; and those who fail in this responsibility will be held accountable. The NIGC will not tolerate any acts of discrimination, intimidation, harassment, and/or reprisal against anyone who engages in

protected activity.

Employees and applicants for NIGC employment who believe they have been subjected to any form of discrimination, harassment, or reprisal, and wish to pursue an EEO complaint must contact an EEO Counselor at the NIGC within 45 calendar days of the date of the alleged discriminatory, harassing, or reprisal action. In the case of a personnel action, contact must be made within 45 calendar days of the effective date of the personnel action. To contact an NIGC EEO Counselor, please email eeo@nigc.gov; or, as appropriate, call the Office of Special Counsel at (202) 804-7000, or the Merit Systems Protection Board at (202) 653-7200.

The NIGC's success requires our shared commitment to equal opportunity principles and workforce diversity across our team. As we continue to expand access and opportunity to diverse, qualified employees, we must also continue to ensure we select, promote, train, and award based on individual merit, knowledge, skills, and abilities. As Chairman, I challenge each of you to continuously promote a culture where all employees are valued, included, engaged, and respected.