



March 26, 2026

TO: All NIGC Employees and Applicants for Employment

FROM: Jeannie Hovland, Vice Chair
Dustin Thomas, Chief of Staff
Rea Cisneros, General Counsel (Acting)

RE: Equal Employment Opportunity Policy 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, and treat each other with mutual respect and professionalism. 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, and all employees and applicants for employment 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 following EEO-protected bases: race; color; religion; sex; national origin; age; disability; genetic information; and pregnancy, childbirth, or related medical conditions (pursuant to The Pregnant Workers Fairness Act (PWFA), which took effect on June 27, 2023). As such, all NIGC personnel/employment programs, management practices, and decisions, including but not limited to recruitment, hiring, pay, benefits, awards, evaluations, training and career development, merit promotions, transfers, reassignments, discipline, and separations will be conducted with merit-based principles in mind. To this end, we expect a work environment: (i) that is free from discrimination, intimidation, and/or harassment; (ii) where all employees may work without fear of harassment; (iii) where qualified employees and job applicants with disabilities receive reasonable accommodations so that they can successfully accomplish their duties or have an equal opportunity to apply for a position; and (iv) where employees and job applicants with known limitations related to pregnancy, childbirth, or related medical conditions are provided reasonable accommodations in accordance with the PWFA.

NIGC employees and applicants for employment are also protected against reprisal for participating in EEO-protected activities. Consistent with federal laws, we will not tolerate acts of retaliation against individuals who engage in protected activities, including reporting discrimination or harassment, participating in the EEO process, whistleblowing, or exercising any appeal or grievance right provided by law. We are all responsible for maintaining a model workplace free of discrimination, intimidation,

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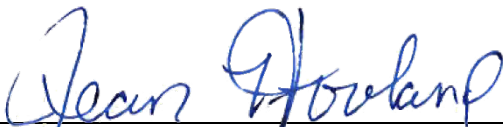
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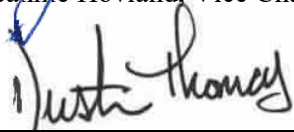
harassment, and/or reprisal, and as such, all employees are urged to report any acts of discrimination, intimidation, harassment, or reprisal to appropriate agency officials. Managers and supervisors are specifically reminded of their respective responsibilities to promptly identify, document, and correct discriminatory policies, practices, and behaviors of which they become aware. Those managers and supervisors who fail in this responsibility will be held accountable.

NIGC employees and job applicants who believe they have been subjected to any form of discrimination, harassment, or reprisal for participating in an EEO-protected activity 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 the NIGC EEO Counselor, Tamitra McClain, please email eeo@nigc.gov. Employees who believe they have been subjected to harassment in violation of the NIGC's *Prevention and Elimination of Harassing Conduct in the Workplace* policy chapter may also file a report or complaint with their first or second-line supervisor.

The NIGC's success requires our shared commitment to equal opportunity and merit-based principles. We challenge each of you to continuously promote a culture where all employees are valued, included, engaged, and respected.



Jeannie Hovland, Vice Chair



Dustin Thomas, Chief of Staff



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