

BIA Employee Resources for Workplace Issues

Each and every employee deserves and is responsible for a supportive, safe, and inclusive working environment. Any employee can approach their first or second line supervisor when there is an issue. If approaching a supervisor or second line manager about a workplace issue is not feasible or effective, or you wish the issue to remain confidential, there are other options. Below are some other resources available to employees for assistance, counseling, or reporting. If you are confused about which office might be best to provide you assistance, the Ombuds is a good place to start.

— Confidential Resources —

**Ombuds—Collaborative Alternative
Dispute Resolution (CADR)**

The Ombuds is a confidential, independent, impartial, and informal resource to explore resolution of problems in the workforce. Services include mediation, conflict coaching and more.

**Brian Bloch
301-814-7262**

— Confidential Resources —

**Employee Assistance Program
(EAP)**

The Employee Assistance Program is available 24 hours a day to all BIA employees. It provides confidential counseling and support on mental health, financial, professional and personal management assistance and many other services.

**ESPÿR
866-951-8021
espyr.com**

— Disclosure Voluntary —

**BIA Equal Employment
Opportunity Division (EEO)**

If you feel you are being discriminated against based on race, color, religion, sex, national origin, age, physical or mental disability, genetics and/or sexual orientation. Confidentiality is only maintained in the informal process. Contact must be made within 45 days of the incident.

**703-390-6401
Bia_bie_eeo@bia.gov**

— Disclosure Required —

Human Resources

Complaints of harassment, sexual or otherwise, can be received by BIA HR. Policies are in place to respond promptly to reports of harassment and to protect reporting parties from reprisal or retaliation.

**Dawn Muth
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Dawn.muth@bia.gov**

— Disclosure Required —

Supervisors/Management

Harassment, sexual or otherwise, is not tolerated in BIA and complaints can be made to your supervisor or any BIA management official.