



OFFICE OF THE COMMISSIONER  
UNITED STATES SECTION

## INTERNATIONAL BOUNDARY AND WATER COMMISSION UNITED STATES AND MEXICO

### EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The International Boundary and Water Commission, United States Section (USIBWC), is committed to promoting Equal Employment Opportunity (EEO) for all personnel and applicants. Our mission is to provide binational solutions to issues relating to boundary demarcation, national ownership of waters, sanitation, water quality, and flood control in the border region arising during the application of United States-Mexico treaties. We believe in a merit-based workforce and understand that eliminating discrimination and fostering diversity and inclusion leads to a more talented and high-performing team.

To achieve our goals, we collectively share the responsibility of upholding a fair and accessible work environment that protects against discrimination and retaliation. The USIBWC strictly prohibits discrimination based on race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 and over), disability (mental or physical and the relationship with or perception of a disability), genetic information, or any other non-merit-based factor. These protections extend to all employment policies, practices, and actions, including recruitment, hiring, job assignments, promotions, performance management, training, discipline, and removals. We encourage anyone who experiences or witnesses such discrimination to report it through our established reporting mechanisms, which ensure confidentiality and protection from retaliation.

At USIBWC, we empower our employees to raise concerns about employment discrimination and participate in our EEO process. We strictly prohibit retaliation against employees for opposing employment discrimination or participating in the EEO complaint process. Our Anti-Harassment Policy and Procedures Directive states that supervisors are responsible for promptly addressing harassment allegations and taking appropriate action when necessary. They are also encouraged to seek guidance from EEO, the Human Resources Office, or the Legal Affairs Office when addressing claims of discriminatory or retaliatory harassment.

If you believe you have been subjected to unlawful discrimination or retaliation, we strongly encourage you to contact the EEO Office or an EEO Official within **45 calendar days** of the alleged incident. Our EEO Office, an independent and neutral entity, provides fair and effective services, including EEO counseling and conflict resolution. You can contact our Director of Equal Opportunity, Diversity & Inclusion, Mrs. Frances Castro, at 915-832-4112 or email at [frances.castro@ibwc.gov](mailto:frances.castro@ibwc.gov) to learn more about the comprehensive support and resources available through the EEO complaint process.

I encourage the use of Alternative Dispute Resolution (ADR), or Conflict Resolutions Program, as a valuable tool to promptly and effectively resolve EEO complaints. To learn more about the EEO Complaints and ADR processes, please visit the USIBWC EEO Web page located at <https://www.ibwc.gov/organization/executive-offices/#eoo>.

At USIBWC, we are unwavering in our commitment to fostering a diverse and inclusive workplace where everyone is valued and respected. We take a strong stance against discrimination and retaliation, so we have established an EEO Office to address any issues related to these matters promptly. We expect all employees to uphold the principles of Equal Employment Opportunity and anti-discrimination laws and actively contribute to a healthy and productive work environment. Let's collaborate to create an environment where everyone can thrive and contribute to our mission.

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Dr. Maria-Elena Giner, P.E.  
Commissioner