



OFFICE OF THE COMMISSIONER
UNITED STATES SECTION

INTERNATIONAL BOUNDARY AND WATER COMMISSION
UNITED STATES AND MEXICO
OFFICE OF THE COMMISSIONER

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT
Effective January 1, 2025

The International Boundary and Water Commission, United States Section (USIBWC), is committed to ensuring Equal Employment Opportunity (EEO) for all employees and applicants. Our mission to provide binational solutions to boundary and water-related issues depends on upholding a workplace where everyone has the freedom to compete on a fair and level playing field.

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), genetic information, pregnancy accommodation, or any other non-merit-based factor such as parental status and political affiliation. We are equally committed to protecting employees from retaliation for opposing discrimination or participating in an EEO process. These protections extend to all aspects of employment, including recruitment, hiring, promotions, assignments, performance evaluations, training, discipline, and removals.

We are dedicated to maintaining a workplace free from harassment and discrimination. Under USIBWC's Anti-harassment Policy and Procedures Directives, supervisors are responsible for promptly addressing allegations of harassment and, when necessary, taking appropriate action. Supervisors are strongly encouraged to seek guidance from EEO, the Human Resources Office, or Legal Affairs Office when addressing claims of discriminatory or retaliatory harassment.

If you believe you have experienced unlawful discrimination, harassment, or retaliation, you should contact an EEO Official within **45 calendar days** of the incident. The EEO Office, an independent and neutral entity, provides EEO counseling, conflict resolution, and guidance to ensure fair outcomes. To report concerns or request assistance, please contact Ms. Frances Castro, Director of the Office of Civil Rights and Equal Employment Opportunity, at (915) 497-8780 or via email at frances.castro@ibwc.gov, or Ms. Leslie Grijalva, EEO Specialist, at (915) 443-3692 or via email at leslie.grijalva@ibwc.gov.

USIBWC also encourages the use of Alternative Dispute Resolution (ADR) as a constructive and effective method for resolving workplace disputes. Information about the EEO process, ADR options, and related resources is available at <https://www.ibwc.gov/organization/executive-offices/eo/>.

The success of USIBWC relies on a culture of accountability and respect. We remain steadfast in our commitment to fostering a workplace free from discrimination, harassment, and retaliation, ensuring all employees and applicants can thrive and contribute to our mission.

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