



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240
September 12, 2023

PERSONNEL BULLETIN 23-03

SUBJECT: Supporting Gender Transition in the Federal Workplace

1. PURPOSE: It is the policy of the Federal Government and the Department of the Interior (DOI or Department) to treat all of its employees with dignity and respect and to provide a workplace that is free from discrimination based on race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, disability, age, or reprisal.

The purpose of this policy is to ensure that all employees are treated in a professional and respectful manner including individuals who are transitioning or have transitioned, as well as those who are gender nonconforming and/or non-binary who seek to legally, medically, socially, and/or physically transition or expand their gender identity. An individual's gender identity and gender transition are inherently personal matters. Some individuals may request workplace assistance or changes, whereas others will seek no workplace acknowledgement or changes at all. Accordingly, this policy does not anticipate every workplace situation that might arise, and the needs of an individual employee should be addressed on a case-by-case basis as requested by an employee. This policy addresses some of the most common changes and questions that may arise during gender transition and provides guidance on appropriate handling of transition-related needs. This Personnel Bulletin (PB) supersedes PB 13-03, Transgender and Other Gender Non-Conforming Employee Policy, dated April 10, 2013. This document remains in effect until either rescinded or superseded by a new Departmental policy.

This policy is not intended to, and does not create any right or benefit, substantive or procedural, enforceable at law or equity by a party against the United States, its departments, agencies, instrumentalities or entities, its officers or employees, or any other person.

2. AUTHORITIES:

- A. Title 42 United States Code (U.S.C.), Chapter 21, Subchapter VI, Equal Employment Opportunities
- B. Title VII of the Civil Rights Act of 1964 (Title VII)
- C. Privacy Act of 1974, as amended, 5 U.S.C. 552a
- D. Equal Employment Opportunity Act of 1972 (Public Law 92-261)
- E. Rehabilitation Act of 1973 (Public Law 93-112)
- F. Executive Order (EO) 11478, Equal Employment Opportunity in the Federal Government dated August 8, 1969 as amended by EO 12106, Equal Employment Opportunity Enforcement dated December 28, 1978 as further amended by EO 13087, Equal Employment Opportunity in the Federal Government dated May 28, 1998
- G. EO 13988, Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation dated January 20, 2021
- H. EO 14035, Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce dated June 25, 2021

Department Interior Manual 446 Chapter 8

Peter B. Broida



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Department of the Interior and Related Agencies Appropriations for 1987: without special title United States. Congress. House. Committee on Appropriations. Subcommittee on Department of the Interior and Related Agencies, 1986

Department of the Interior and Related Agencies Appropriations for 1987 United States. Congress. House. Committee on Appropriations. Subcommittee on Department of the Interior and Related Agencies, 1986 Federal Register, 1991-06-07 A History Lover's Guide to Washington, DC Alison Fortier, 2014-05-06 Experience the history of America's capitol with this uniquely engaging and informative guidebook Alternating between site visits and brief historical narratives this guide tells the story of Washington DC from its origins to current times From George Washington's Mount Vernon to the Kennedy Center trek through each era of the federal district on a tour of America's most beloved sites Go inside the White House the only executive home in the world regularly open to the public Travel to President Lincoln's Cottage and see where he wrote the Emancipation Proclamation And visit lesser known sites such as the grave of Pierre L. Enfant the city's Botanical Gardens the Old Post Office and a host of historical homes throughout the capital This is the only guide you'll need to curate an unforgettable expedition to our shining city on a hill Dictionary Catalog of the Department Library United States. Department of the Interior. Library, 1967 Manual, 1954 Studies in State Educational Administration, 1929 The Fiscal Case against Statehood Stephanie D. Moussalli, 2012-03-15 New Mexico and Arizona joined the Union in 1912 despite the opposition from some of their residents The Fiscal Case against Statehood examines the concerns of the people who lost the battle over statehood in the two territories Moussalli examines their territorial and early state governments' fiscal behavior and reveals that while their fears of steep increases in the cost of government were well founded statehood also significantly improved their governments' accountability for their use of the public purse She concludes that fiscal officials enabled statehood's growth in government by improving the financial reports and processes Moussalli examines New Mexico's and Arizona's financial reports before and after statehood and compares them to the state of Nevada's reports as a control Through detailed systematic analysis Moussalli reveals the fiscal costs and accountability gains of statehood for the residents of New Mexico and Arizona Subject Catalog of the Military Art and Science Collection in the Library of the United States Military Academy United States Military Academy. Library, 1969 **Manual on Solar Distillation of Saline Water** S. G. Talbert, J. A. Eibling, George O. G. Löf, 1970 **A Guide to Merit Systems Protection Board Law and Practice** Peter B. Broida, 2001 This Guide has been used around the world by federal agencies labor unions attorneys arbitrators and adjudicators for research guidance and training The text analyzes thousands of published decisions of the Court of Appeals for the Federal Circuit It is updated annually **Builder and Wood-worker**, 1882 **Country Guide and Nor'west Farmer**, 1913 Dictionary Catalog of the Departmental Library United States. Department of the Interior. Office of Library Services, 1973 **Editor & Publisher Market Guide**, 1939 **Bibliographies on Eight Problems of School**

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National Agricultural Library, 1862-1965 National Agricultural Library (U.S.),1968 *Walford's Guide to Reference*
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The Publishers Weekly ,1884

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