



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 This document remains in effect until either rescinded or superseded by a new Departmental policy.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

G Psacharopoulos



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