



USDA Forest Service Intermountain Region CIVIL RIGHTS



Director of Civil Rights



Shane Zimmerman Shane Zimmerman is the Deputy Director of Civil Rights for the Intermountain Region Civil Rights Service Center. Shane joined the U.S. Forest Service 2000. During his tenure, he started in fire where he worked for 16 years on the Uinta-Wasatch Cache National Forest. In 2016 he accepted a position in Civil Rights as the Equal Employment Specialist then in January of 2021 he accepted the Deputy Director position. Shane is passionate about Civil Rights, improving the work environment, and supporting Leadership and employees.

Equal Employment Specialist



Colton Rogers is the Equal Employment Specialist for the Intermountain Region Civil Rights Service Center. Colton joined the Forest Service as a temporary seasonal in 2004. He was hired permanently in 2014 at the same time he graduated from Utah State University with a BS in Recreation Resource Management. During his tenure he has worked across multiple districts on the Uinta-Wasatch-Cache managing trails, Wilderness, and recreation programs while engaging in collateral duties focused on the work environment and employee training. He detailed into the Office of Civil Rights in 2020 as the Equal Opportunity Specialist until he was hired permanently as the Equal Employment Specialist in 2021. Colton is also a trained mediator and is driven by promoting Civil rights, workplace harmony, and individuals in their personal aspirations.



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Equal Employment Opportunity Complaints

The Equal Employment Opportunity (EEO) Complaint Program aims to ensure federal employees, former employees, contracted employees (situational), and applicants are protected from discrimination under various federal laws, including:

- Title VII of the Civil Rights Act (race, color, national origin, religion, and sex (including sexual harassment, pregnancy, and LGBTQI+ issues)
- Rehabilitation Act (mental and physical disabilities)
- Age Discrimination in Employment Act (40+)
- Equal Pay Act (gender-based pay inequity)
- Genetic Information Non-Discrimination Act (genetic information/history)
- Reprisal (retaliation for engagement in EEO activity)
- Marital status, political affiliation, parental status, and financial status are additional categories covered by federal regulation

These regulations promote fairness in the workplace, including but not limited to the practices of hiring, firing, training, promoting, compensating, and retaining employees.

Accountability and Compliance

The Accountability and Compliance staff carries out civil rights functions that align with USDA compliance requirements, e.g. formal complaint processing (Title VI and Title VII), resolving official support, national reporting, Civil Rights Impact Analysis (CRIA), and compliance reviews. Additionally, the unit provides comprehensive analysis of civil rights data, generates reports that highlight Agency and civil rights accomplishments, assesses operational successes, and facilitates submission of regulatory reporting to agency leadership and to the Equal Employment Opportunity Commission.

A CRIA ensures that the Agency has conducted an indepth analysis of the potential impact of its policies and actions on race, color, national origin, age, sex, disability, and marital or familial status.



Reasonable Accommodation

The law requires an employer to provide reasonable accommodation to an employee or job applicant with a disability, unless doing so causes an undue hardship or direct threat to the employer.

A reasonable accommodation is any change in the work environment (or in the way job duties are normally performed) to help a person with a disability apply for a job, perform the duties of a job, or enjoy the benefits and privileges of employment.

Conducted and Assisted Programs

The Conducted and Assisted Programs unit ensures compliance and enforcement of the Department's prohibitions against discrimination in its conducted programs (Forest Service delivers a program or service directly to the public) and assisted programs/activities (a recipient of federal financial assistance (a partner) delivers a program or service to the public). The unit promotes awareness and broad dissemination of the Department's non-discrimination policy and other pertinent information to the general public, including how to file program discrimination complaints.

Additionally, the Limited English Program under this unit aims to deliver comprehensive language assistance services and to develop policies and procedures that ensure the Forest Service provides meaningful access to persons with limited English proficiency.

Diversity, Equity, and Inclusion

The Diversity, Equity, and Inclusion staff collaborate with external diversity organizations and agency employee development staff on the design and delivery of diversity, equity, and inclusion awareness education/training. The team partners with Forest Service stakeholders to ensure diversity, equity, and inclusion are considered and embedded in employee recruitment, hiring, performance management, retention, development, and other aspects of workforce management.

Additionally, this unit engages recognized employee organizations and diversity-related councils and committees at the Regional and Forest levels, including Civil Rights Action Teams and Multicultural Advisory Committees. It serves as consultants to these groups and provides guidance, information, and resources for Special Emphasis Programs focused on improving employment and advancement opportunities for minorities, women, veterans, people with disabilities, and members of the LGBTQ+ community in the Federal service.