United States Department of Agriculture

NRCS

Natural Resources Conservation Service
P.O. Box 2890
Washington, DC 20013

JAN 14 2010

SUBJECT: EOP – Civil Rights Policy Statement

TO: All NRCS Employees File Code: 230-11

As Chief of the Natural Resources Conservation Service (NRCS), I am fully dedicated to ensuring that all persons associated with NRCS comply with every aspect of our Nation's Civil Rights laws and policies. Accountability is the key. NRCS employees will be held accountable for doing their part to ensure that all customers and employees are provided equal access to the opportunities, programs, and services available through NRCS. Accordingly, I am counting on all managers, supervisors, and employees to model appropriate behavior and to lead by example.

NRCS is committed to ensuring the Civil Rights of every individual who requests access to the programs administered by the agency. Furthermore, employees and applicants for employment will be provided employment opportunities without regard to race, color, national origin, religion, gender, age, disabilities, marital and familial status, sexual orientation, genetic information, political beliefs, or retaliation for prior equal employment opportunity (EEO) activity.

Recognizing that our employees are our greatest asset, it is imperative that we embrace diversity within the agency. NRCS must continue to strive to create and maintain an inclusive work environment wherein every employee and customer is respected and valued regardless of differences. I am committed to creating and supporting a growing diverse workforce within NRCS that reflects the diversity of the Nation we serve.

Also, NRCS supports Secretary Vilsack's memorandum dated April 21, 2009, on "A New Civil Rights Era for USDA." All USDA employees must be committed to making USDA a model in the Federal Government for respecting the civil rights of its employees and constituents.

NRCS as a whole shares the responsibility for enforcing Civil Rights by preserving a zero tolerance of unlawful discrimination, harassment, or reprisal. I expect all NRCS employees to adhere to this policy and to demonstrate their support and commitment of Civil Rights, EEO, and diversity. This must be our vision, mission, goal, and commitment.

Dave White
Chief