United States Department of Agriculture

NRCS

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

MAR 5 2007

SUBJECT: EOP - Civil Rights Policy Statement

TO: All NRCS Employees File Code: 230

This Civil Rights statement affirms my pledge to ensure that the Natural Resources Conservation Services (NRCS) treats its employees and customers with respect, dignity, and equality while providing a professional work environment that delivers program services in a fair, equitable, and respectful manner.

As Chief, I am firmly committed to ensuring that NRCS leadership and employees comply with the Department of Agriculture's Civil Rights compliance and Equal Employment Opportunity policy by treating everyone fairly and equitably, regardless of race, color, national origin, sex, religion, age, disability, sexual orientation, marital or family status, political belief, parental status or protected genetic information. I will not tolerate retaliation against any person because of their participation in any protected activity.

We all share responsibility for guarding and preserving Civil Rights. I expect everyone associated with NRCS to comply with every aspect of our Nation's Civil Rights laws and policies. Those who do not comply will be held accountable through the appropriate disciplinary action. As NRCS managers, supervisors, and employees, we must be fair to be effective. We cannot be responsive to our customers needs without being sensitive to the interpersonal issues we face in our day-to-day operations. We must be committed to creating a workplace that embraces employee's differences, develops their strengths, and reflects our Nation's diversity.

These principles require swift, reasonable, and credible processes for addressing and remedying deficiencies, including consistent education and outreach efforts to ensure that we observe and enforce all Civil Rights laws, rules, and regulations. This must be our vision, mission, goal, and commitment. We must promote a workplace and society that is free of discrimination and harassment.

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Your support and commitment to this Civil Rights statement will enable NRCS to fulfill its mission of "Helping People Help the Land." I value your support in fulfilling our goals.

Arlen L. Lancaster
Chief