



United States Department of Agriculture

Research, Education and Economics  
Agricultural Research Service

April 1, 2008

SUBJECT: Midwest Area Equal Opportunity and Inclusion Policy Statement

TO: Midwest Area Employees

FROM: Steven R. Shafer /s/ 4/1/08  
Director

Our Area is made up of individuals of different ethnic backgrounds, genders, ages, work and life experiences, and talents and interests--to name only a few of the many ways our workforce is diverse. Personally and professionally we benefit from exposure to our differences and our diversity--all of which enhance the work and collaborations of the Agricultural Research Service and the Midwest Area. We need to retain our diversity, promote inclusion of everyone, and continue to reach out and further reflect the nation's increasing diversity at our worksites.

To do this requires effort by each of us to appreciate our differences; increase our self awareness; treat others with courtesy, dignity and respect; and be sensitive to the interpretation of our communications and actions—basic non-discriminatory tenets.

All Area supervisors and managers share with me a commitment and responsibility to promote a discrimination-free environment within the Midwest Area that fosters inclusiveness, values diversity of perspectives, is free of barriers to full participation, and empowers every individual to contribute to the mission of ARS. All aspects of our policies, practices, and operations are governed by the equal opportunity principles prohibiting discrimination in employment based on race, color, national origin, sex, religion, age, disability, sexual orientation, marital or familial status, political beliefs, protected genetic information, or receipt of public assistance.

In the Midwest Area, inclusiveness of all individuals is valued while discrimination or harassment are unacceptable and will not be tolerated.



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An Equal Opportunity Employer