

UNITED STATES DEPARTMENT OF AGRICULTURE  
FOOD SAFETY AND INSPECTION SERVICE  
WASHINGTON, DC

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| <b>FSIS NOTICE</b> | 3-08 | 1/7/08 |
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**EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

The Food Safety and Inspection Service is fully committed to providing equal employment opportunity (EEO) for all personnel. FSIS provides equal opportunity in Federal employment and employee advancement opportunities regardless of race, color, national origin, religion, age (40 and over), gender, mental or physical disability, sexual orientation, marital or family status, political affiliation or belief, protected genetic information, or reprisal (retaliation) for prior EEO activity. Unlawful discrimination against any person, employee, former employee or applicant for employment with FSIS regarding one or more protected basis is unacceptable and will not be tolerated by the Agency.

EEO captures all human capital employment programs, management practices, and decisions including, but not limited to, recruitment, hiring, merit promotion, transfers, reassignments, training and career development, benefits, and separation. Employees, managers, and supervisors, at all levels, must share the responsibility to ensure EEO in regards to employment decisions and actions and must comply with the EEO laws. The Agency's continued and vigorous adherence to these laws and focus on the spirit as much as the letter of EEO laws are fundamental to the Agency's mission and success as a premier public health Agency.

FSIS provides a workplace environment that honors excellence, teamwork, respect, dignity, fairness and equity. All employees must continue to play an integral role in maintaining a discrimination-free work environment and continue to treat all coworkers, colleagues, and customers with dignity, respect, and professionalism.

As the FSIS administrator, I support the objective of and commitment to EEO and hold all employees accountable for achieving this policy objective. Furthermore, I hold managers and supervisors, at all levels, responsible for promoting and supporting this policy as well as the Department's EEO and other related policies.

Most importantly, we must view our commitment to EEO as a matter of personal integrity and accountability. I trust that I can depend on you to do your part in these efforts.

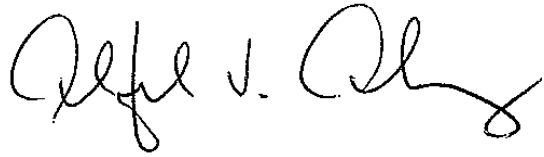
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**DISTRIBUTION:**  
All Employees

**NOTICE EXPIRES:**  
January 1, 2009

**OPI:**  
CRD – Program Planning,  
Analysis and Compliance  
Branch

For more information on EEO and civil rights, contact the Civil Rights Division (CRD) at (301) 504-7755 (Voice and TDD), (800) 269-6912 (Toll-free), or link to the CRD Web page at [http://www.fsis.usda.gov/About\\_Fsis/Civil\\_rights\\_programs/index.asp](http://www.fsis.usda.gov/About_Fsis/Civil_rights_programs/index.asp).

A handwritten signature in black ink, appearing to read "Jeffrey V. O'Connell". The signature is fluid and cursive, with a large initial "J" and "O".

Administrator