



United States
Department of
Agriculture

Animal and Plant
Health Inspection
Service

Washington, DC
20250

APHIS Civil Rights Policy Statement

I am very pleased and excited to serve as the most recently appointed Administrator for the Animal and Plant Health Inspection Service. As Administrator, I am bringing the same intense commitment to the APHIS mission as my predecessors demonstrated. My view is that it is the Administrator's job to ensure that you have the support you need to accomplish the mission and every opportunity to succeed as part of our team. At this time, I also take the opportunity to reiterate my commitment to Civil Rights and Equal Employment Opportunity in the workplace, and in the communities for which we provide a variety of services. We will continue our efforts to ensure that APHIS maintains a workplace free of discrimination and promotes diversity throughout the work force.

All APHIS employees, applicants for employment and outside constituents regardless of age, race, color, national origin, gender, sexual orientation, disability, religion, political affiliations, and marital or familial status deserve to be treated fairly and equitably and with dignity and respect.

This means that all APHIS managers, supervisors, and employees are responsible for maintaining positive workplace operations to ensure that APHIS continues to function as a model civil rights organization. All managers, supervisors and employees will be held accountable for engaging in any actions that result in any infractions of this policy.

This Civil Rights Policy Statement must be prominently displayed in all work areas to ensure that the APHIS workforce is reminded of their Civil Rights responsibilities. I am confident and optimistic about our future because of the talented and dedicated personnel who contribute to the success of our Agency.

Cindy J. Smith
Administrator

NOV 26 2007



Safeguarding American Agriculture

APHIS is an agency of USDA's Marketing and Regulatory Programs
An Equal Opportunity Provider and Employer

Federal Relay Service
(Voice/TTY/ASCII/Spanish)
1-800-877-8339