



CIVIL RIGHTS POLICY STATEMENT

As the Administrator of NASS, I affirm my strong and unwavering commitment to civil rights, equal employment opportunity (EEO), diversity and inclusion, and the protection of employee rights in the workplace. I encourage each of you to help promote and sustain a culture where all employees are valued and respected for who they are and for their contributions to our mission.

My goal is to create a climate of innovation, opportunity, and success within NASS that capitalizes on the diversity of our workforce. Maintaining a work environment free from any form of discrimination is among my highest priorities. Discrimination based on race, color, sex (including pregnancy, sexual orientation, gender identity and expression), national origin, age, religion, disability, and genetic information violates federal anti-discrimination laws and will not be tolerated. Additionally, retaliation in any form against an employee who reports unlawful discrimination is strictly prohibited. All employees must be able to exercise their right to elect the EEO process, oppose discriminatory practices, or engage in any other appeal process provided by law without fear of retaliation. Together, as a team, we can create a high-quality work environment that is inclusive, where all employees can feel proud that their work and individual contributions make a difference.

Managers and supervisors must ensure that all employment recommendations and decisions are based on equal employment opportunity principles and practices. Adherence to this policy will ensure a positive work environment and is essential to maintaining a model workplace. Although managers and supervisors are directly responsible for leading the way, every employee plays an integral role in maintaining a discrimination-free work environment that treats all co-workers, colleagues, and customers with dignity, respect, and professionalism.

Whenever it is determined that discrimination has occurred, immediate and appropriate corrective action, including disciplinary action, will be taken. If you have questions about this policy and/or want to file a discrimination complaint, contact June Turner, NASS Civil Rights Director, by phone (202-720-8257) or by email, at june.turner@nass.usda.gov.


Hubert Hamer
Administrator

Date

7/2/16