United States Department of Agriculture

NRCS

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

FEB 0 3 2006

SUBJECT: EOP - Civil Rights Policy Statement

TO: All NRCS Employees File Code: 230

The Natural Resources Conservation Service (NRCS) is committed to ensuring that all of its employees, prospective employees, customers, and prospective customers are provided a positive and professional work environment that offers program delivery 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 (USDA) Civil Rights compliance and Equal Employment Opportunity policy by treating everyone in a fair and equitable manner regardless of their race, color, national origin, sex, religion, age, disability, sexual orientation, marital or family status, political beliefs, parental status, or protected genetic information. Reprisal against any person because they have participated in a prior Civil Rights complaint activity will not be tolerated.

Civil Rights is a responsibility to which we all must share and adhere to. I expect everyone associated with NRCS to comply with every aspect of our Nation's Civil Rights laws and policies. Those who do not will be held accountable through the appropriate disciplinary action. As NRCS managers, supervisors, and employees, we cannot be effective without being fair. We cannot be responsive to the needs of our customers without being sensitive to the human issues faced in day-to-day operations.

These principles require swift, reasonable, and credible processes for addressing and remedying deficiencies, which may also include consistent education and outreach efforts to ensure that Civil Rights laws, rules, and regulations are enforced. This must be our vision, our mission, our goal, and our commitment. We must continue to strive and promote a workplace and society that is free from discrimination and harassment.

Your support and commitment to this policy will enable NRCS to create a better workplace for all employees, and deliver programs and services to all people of this Nation. I look forward to receiving your support in fulfilling our goals.

BRUCE I. KNIGHT
Chief