

NRCS Civil Rights Guiding Principles

We value our employees and customers and believe in the strength of diversity. We are committed to treating both with dignity and respect. We listen and learn. We take pride in our abilities and are dedicated to contributing to the success of the USDA - NRCS. We encourage and reward creativity and teamwork. We are open and honest, holding ourselves accountable and possessing the highest level of integrity. We identify the needs and expectations of our employees and customers, and provide quality and timely products and services.

Civil Rights and EEO

Equal opportunity is the law that applies to employment activities in both the Federal and private sectors. EEO and civil rights began with the Constitution and Bill of Rights; however, the Constitution and the Bill of Rights did not mention employment discrimination. The Civil Rights Act of 1964 had the greatest impact on employment by providing protection and enforcement under the law against discrimination.

Title VII of the Civil Rights Act of 1964 made it illegal for any employer to deny anyone a job because of race, color, religion, sex, or national origin. Title VII also prohibited discrimination in firing, promoting, training, salary, and all other privileges of employment.

Title VI of the Civil Rights Act of 1964 states that no person in the United States shall, on the "grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

The American Indian / Alaska Native Special Emphasis Program Offers You:

- Support of the unique role of American Indians and Alaska Natives within the Federal Government
- Resources
- Facts and cultural information
- Information on training opportunities

Iowa NRCS American Indian / Alaska Native Program:

Tanya Meyer-Dideriksen

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The U.S. Department of Agriculture (USDA) prohibits discrimination in all its programs and activities on the basis of race, color, national origin, sex, religion, age, disability, political beliefs, sexual orientation, and marital or family status. (Not all prohibited bases apply to all programs.) Persons with disabilities who require alternative means for communication of program information (Braille, large print, audiotape, etc.) should contact USDA's TARGET Center at 202-720-2600 (voice and TDD).

To file a complaint of discrimination write USDA, Director, Office of Civil Rights, Room 326-W, Whitten Building, 14th and Independence Avenue, SW, Washington, DC 20250-9410 or call 202-720-5964 (voice or TDD). USDA is an equal opportunity provider and employer.

2004



AMERICAN INDIAN / ALASKA NATIVE SPECIAL EMPHASIS PROGRAM

*Ensuring Equality in
Employment and
Program Delivery*

USDA-NRCS

IOWA





American Indian Heritage Month

NOVEMBER

Watch for interesting facts and information about American Indian and Alaska Native culture and history coming to you by email throughout the month.

- Special Emphasis Programs (SEP) are an integral part of the Natural Resources Conservation Service's Equal Employment Opportunity (EEO) program.
- SEP's assist management in ensuring that EEO is present in all aspects of employment and program delivery.



American Indian/Alaska Native Special Emphasis Program

The American Indian / Alaska Native Special Emphasis Program Manager strives to:

- Increase the total number of American Indian and Alaska Native NRCS employees.
- Provide a network of professional support for American Indians and Alaska Natives in NRCS.
- Encourage the participation of American Indians and Alaska Natives in all NRCS programs and activities.
- Establish and maintain effective relationships with American Indian and Alaska Native organizations and groups.
- Promote cultural diversity awareness.
- Enhance employment opportunities for the American Indian and Alaska Native community.
- Questions or comments concerning the Iowa NRCS AI/AN SEP? Contact::
- Tanya Meyer-Dideriksen,**

Program Manager

319-668-8110 or
tanya.meyer@ia.usda.gov



AIANEA Program Delivery Training Conference

August 27 – 31, 2007

Corpus Christi, TX



The Official Website of the American Indian / Alaska Native Employee's Association for NRCS: Membership and other information is found at <http://www.aianea.com/>



The American Indian Science & Engineering Society (AISES) is a national, nonprofit organization which supports American Indians and Native Alaskans pursuing studies in science, engineering, and technology arenas. Has a Professional Membership for Native Americans with a bachelor's or advanced degrees in engineering, science, and technology.

<http://www.aises.org/index.html>

