



CIVIL RIGHTS/EEO IN SOUTH CAROLINA

The South Carolina Civil Rights Advisory Committee implements the requirements of Title VII of the Civil Rights Act of 1964, which created the Equal Employment Opportunity Commission and prohibited discrimination in employment based on race, color, religion, sex or national origin. Executive Order 11478 stated that Equal Employment Opportunity (EEO) is an integral part of every aspect of the Federal Government's personnel policy. The Committee also has responsibilities under Title VI - Program Delivery.

MISSION

To facilitate the fair and equitable treatment of USDA customers and employees while ensuring the delivery and enforcement of civil rights programs and activities.

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Title VI

DISCRIMINATION IN USDA PROGRAMS IS ILLEGAL

The U.S. Department of Agriculture (USDA) prohibits discrimination against its customers. If you believe you experienced discrimination when obtaining services from USDA, participating in a USDA program, or participating in a program that receives financial assistance from USDA, you may file a complaint with USDA. Information about how to file a discrimination complaint is available from the Office of the Assistant Secretary for Civil Rights. USDA prohibits discrimination in all its programs and activities on the basis of race, color, national origin, age, disability, and where applicable, sex (including gender identity and expression), marital status, familial status, parental status, religion, sexual orientation, political beliefs, genetic information, reprisal, or because all or part of an individual's income is derived from any public assistance program. (Not all prohibited bases apply to all programs.)

To file a complaint of discrimination, complete, sign and mail a program discrimination complaint form, available at any USDA office location or online at www.ascr.usda.gov, or write to: USDA, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, S.W., Washington, D.C. 20250-9410.

Or call toll free at (866) 632-9992 (voice) to obtain additional information, the appropriate office or to request documents. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay service at (800) 877-8339 or (800) 845-6136 (in Spanish). USDA is an equal opportunity provider, employer and lender.

Persons with disabilities who require alternative means for communication of program information (e.g., Braille, large print, audiotope, etc.) should contact USDA's TARGET Center at (202) 720-2600 (voice and TDD).

Title VII

USDA employees or applicants for employment who believe they have been discriminated against in an employment decision because of race, color, sex (including sexual harassment), religion, age (if over 40), national origin, disability, marital status, sexual orientation, or reprisal for equal opportunity activities, in an employment matter or in the workplace and wish to initiate an EEO complaint, contact an EEO counselor within **45 days** of the alleged discriminatory action. The EEO counselor/mediator will attempt to mediate/resolve the issue. **To file a complaint, contact an EEO counselor at (301) 504-2181.**

For more information, visit www.sc.nrcs.usda.gov/civil_rights.html