



United States Department of Agriculture

Office of the Secretary
Washington, D.C. 20250

Civil Rights Policy Statement

As Secretary of Agriculture, I fully support the U.S. Department of Agriculture's (USDA) civil rights, equal employment opportunity, and diversity policies and programs. Improving civil rights throughout USDA is one of my top priorities, and, by pursuing this goal together in a transparent and ethical manner, we can lead the way in making USDA a model organization.

As we celebrate our 150th anniversary, the success of today's "People's Department" requires the steadfast support and commitment of every USDA employee. We will have zero tolerance for any form of discrimination or reprisal. There exists no reason to discriminate based on race, color, religion, national origin, age, sex (including gender identity and expression), sexual orientation, disability, marital or familial status, political beliefs, parental status, receipt of public assistance, or protected genetic information. Our policy at USDA is not only to understand that there will be zero tolerance for any form of discrimination, but also to ensure that this standard is maintained throughout the Department. This standard is applicable to every employee and manager at USDA and to every action taken at USDA.

USDA must become a model department of tolerance and inclusion. This is my commitment to you, and I expect every employee and manager to demonstrate respect for and adherence to USDA civil rights, equal employment opportunity, and diversity policies. Only then will we live up to President Abraham Lincoln's description of USDA as "The People's Department."

To this end, accountability is key. I will hold all employees and managers accountable for doing their part to ensure that all USDA applicants, customers, constituents, employees, and stakeholders are provided equal access to the opportunities, programs, and services available through "The People's Department." Accordingly, I am counting on all senior leaders, managers, and supervisors to model appropriate behavior and to lead by example.

We must all strive to strengthen the services that USDA provides and to create an inclusive environment in which every customer and employee is respected, trusted, and valued. As we celebrate the Department's 150th Anniversary, let us continue to cultivate and reap the benefits of a diverse USDA workforce that is rich in talent, ideas, background, and experience. The USDA mission depends on it.

A handwritten signature in black ink, reading "Thomas J. Vilsack".

Thomas J. Vilsack
Secretary
June 13, 2012