USDA

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AGRICULTURAL MARKETING SERVICE
CIVIL RIGHTS POLICY STATEMENT

As Federal employees, we are sworn to maintain high standards of ethics and conduct while upholding the Constitution and the laws of the Nation. This obligation includes abiding by all laws concerning equal employment opportunity (EEO) and civil rights (CR).

As your Administrator, I am firmly committed to ensuring the Agricultural Marketing Service's (AMS) compliance with civil rights and equal employment opportunity for everyone regardless of race, color, religion, sex (including gender identity and expression), national origin, age (if 40 or over), disability, reprisal (for prior participation in an EEO activity or having opposed discrimination), political affiliation, sexual orientation, marital status, parental status, or genetic information.

We must comply with every aspect of our Nation's civil rights laws. To do otherwise is simply not acceptable and will not be tolerated. It is the policy of AMS that discrimination in all phases of employment and delivery of AMS services is strictly prohibited. AMS is committed to diversifying its workforce; ensuring equal opportunity; respecting the civil rights of all employees, applicants, clients and customers; and creating a work environment that is free from discrimination and harassment, while accommodating the needs of persons with disabilities. All personnel policies, including recruitment, selection, training, promotion, disciplinary measures, and transfers are required to be free of discrimination. AMS will pursue appropriate disciplinary action against any employee who engages in unlawful discrimination or retaliation.

All executives, managers, supervisors, and employees of AMS are expected to support and comply with the Secretary's Civil Rights Policy Statement and the principles in this statement. I further expect each Deputy Administrator and every other manager to manage his/her EEO/CR Program in cooperation with the Agency's EEO resources, emphasizing proactive resolution of EEO/CR complaints, complaint prevention strategies, and workforce diversity.

I will use every means of evaluation to monitor and measure the implementation of the principles in this statement. Therefore, all employees will be held personally accountable for their conduct and performance, as public servants, in equal opportunity and civil rights. To realize our vision of a modern workforce working in a modern workplace, USDA must become a model department of tolerance and inclusion. Only then can we fulfill our part of the Secretary's commitment to civil rights, equal employment opportunity, and diversity.

Together we can create a better workplace for all employees by ensuring that we are an Agency that delivers programs and services to all people fairly with integrity and equality.

If an employee believes that he/she has been discriminated against on any protected basis, he/she must contact the AMS Civil Rights Staff within 45 calendar days of the alleged incident. Failure to do so may result in dismissal of the complaint for untimeliness.

I look forward to fulfilling this vision and accomplishing our goals together as a unified and diversified team.

Elanor Starmer
AMS Administrator