



United States
Department of
Agriculture

Animal and Plant
Health Inspection
Service

Washington, DC
20250

Animal and Plant Health Inspection Service (APHIS) Civil Rights Policy Statement

This policy statement reaffirms my commitment to preventing discrimination of any type in APHIS' employment policies, procedures, practices, and operations. It is our intent and responsibility to maintain a diverse workforce and respect the civil rights of all employees, job applicants, clients, and customers. This commitment also extends to recipients of program services and to those who receive financial assistance.

The other members of APHIS' management team and I strongly support the Secretary's civil rights, equal employment, and diversity policies and we also share his zero tolerance of any discrimination, harassment, or reprisal. Our goal is to implement the Department's policy by making civil rights an essential and integral part of every program, service and activity. Promoting nondiscrimination and equal access in all our programs and services is a necessary component of leadership.

Managers and supervisors also must be aware of and respond appropriately to potentially discriminatory situations. By working together, we can create an atmosphere that fosters respect for everyone and create a diverse workforce where every individual is treated with dignity and respect. Through achieving the agency's equal opportunity objectives, we will also enhance our ability to accomplish our mission.

We cannot protect civil rights or achieve equal employment opportunity without the strong commitment and support of every APHIS employee. I rely on each of you to adhere to this policy, and I fully expect senior executives, program managers, and supervisors to support and share with me the responsibility for continued enforcement and promotion of equal opportunity in all Agency activities. All APHIS employees are responsible for implementing the agency's equal employment opportunity (EEO) policy in their daily actions, conduct and decisions, and performance standards should contain a Civil Rights/EEO element to ensure that our EEO goals and objectives are being achieved.

This Civil Rights Policy Statement must be posted in all work areas to ensure that the APHIS workforce is aware of and promotes its civil rights responsibilities. This policy statement is also posted on the CREC website at www.aphis.usda.gov/civil_rights.


Cindy J. Smith
Administrator

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