



United States
Department of
Agriculture

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Wildlife Services Civil Rights/Anti-Harassment Policy Statements

Animal and
Plant Health
Inspection
Service

Wildlife Services

1400 Independence
Avenue, SW
STOP 3402

Washington, DC
20250

As the Deputy Administrator for Wildlife Services, I want to reaffirm the Wildlife Services civil rights/anti-harassment policy with you and underscore why our collective commitment to a diverse workforce is critical to our success as a program. In the current Administrator's civil rights/anti-harassment policy letters dated November 26, 2007, Mrs. Cindy J. Smith reminds us that all employees should be allowed to function in a work environment free of discrimination, reprisal, retaliation, and harassment of any sort. In these policy letters, Mrs. Smith also conferred the responsibility for civil rights upon each manager, supervisor, and employee in the Agency stating that we all are responsible for maintaining positive workplace operations to ensure APHIS continues to function as a model civil rights organization.

I am committed to ensuring that Wildlife Services provides innovative workplaces that embrace our employee differences, while integrating the strengths of our coworkers and customers alike. We owe respect to our customers and coworkers, and fair and equitable customer service is our obligation as public servants. In partnership with the Wildlife Services Management Team, I am committed to offering every Wildlife Services employee - regardless of color, race, national origin, gender, disability, political and religious beliefs, and family status - the opportunity to pursue their livelihood and contribute to the mission of the program.

I am also committed to providing a workplace that is respectful as well as inclusive of our differences as individuals. We must strive to recognize and take advantage of the diverse strengths of our multicultural workforce. Only by joining our individual strengths into a cohesive force, will we attain our full potential.

We all have moral and legal obligations to uphold civil rights. I will work to ensure that Wildlife Services effectively addresses and resolves conflicts and disputes that occur in our workplaces. I am dedicated to upholding these goals, and I am confident that I can count on our Management Team and each and every one of you as we strive to meet these goals while continuing to provide excellent service to our customers.

William H. Clay
Deputy Administrator
Wildlife Services



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