



Civil Rights Policy Statement

July 31, 2019

As Administrator, I am personally committed to ensuring that NASS maintains a workplace free from discrimination. I have made it my priority to ensure NASS has a comprehensive civil rights program, one that makes us a model employer committed to preventing, stopping, and remedying all forms of discrimination based on race, color, national origin, religion, sex, disability (mental or physical), age, gender identity, gender expression, transgender status, equal pay, genetic information, or retaliation.

Maintaining a talented and diverse workforce and a work environment where all management practices and decisions are free from discrimination, harassment, and retaliation are valued business principles and are key to making NASS a model employer. An environment free from discrimination helps NASS attract, develop, and retain an outstanding workforce, where everyone has the opportunity to reach their full potential, and contribute to a positive work environment essential to our mission.

It is vital that each of us contributes to cultivating and maintaining a culture where all employees are valued and respected for who they are and the skills they bring to the workforce. Our cultural transformation programs are dedicated to increasing recognition and acceptance of cultural differences and to creating a workplace where all employees, applicants, and customers are treated with dignity and respect. Together we can ensure all employees have the freedom to compete on a fair and level playing field and have equal access to career-enhancing opportunities such as promotions, reassignments, training, and awards.

Prevention is the best tool to eliminate discrimination in the workplace. Employees experiencing discrimination, including harassment or retaliation, should immediately report the matter to their supervisor, manager, or the NASS Office of Civil Rights. Confidentiality of the individual bringing a complaint will be maintained consistent with Equal Employment Opportunity Commission (EEOC) regulations.

Investigation of complaints will be prompt, thorough, and impartial. If discrimination is determined to have occurred, immediate and appropriate corrective action, including disciplinary action, will be taken. I expect all employees, supervisors, and managers to adhere to this policy, to lead by example, and to hold those that do not adhere to the policy fully accountable.

Employees with questions regarding this policy or wanting to file a complaint should contact June Turner, Civil Rights Director, NASS, at 202-720-8257 or by email at june.turner@usda.gov.

Hubert Hamer
Administrator, National Agricultural Statistics Service