



January 14, 2014

**CARIBBEAN AREA BULLETIN NO. CB230-14-02**

**SUBJECT: NB 230-14-1 EOP – ANTI-HARASSMENT POLICY**

**Purpose.** To announce the NRCS Civil Rights Policy Statement.

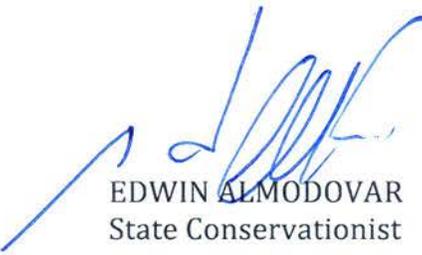
**Expiration Date.** September 30, 2014.

**Background.** Each year, the NRCS Agency Head officially renews the commitment to Civil Rights and transmits the NRCS Civil Rights Policy Statement. In light of the Cultural Transformation Initiatives and the Secretary's Blueprint for Stronger Service, now is the perfect time to remind all employees of NRCS leadership's commitment to civil rights.

**Explanation.** Attached to this bulletin, is a copy of NRCS Civil Rights Policy Statement from Chief Weller. Please ensure that the policy is posted in all agency offices where it can be viewed by employees and customers. The statement policy could also be found at the following link:

<http://directives.sc.egov.usda.gov/OpenNonWebContent.aspx?content=34655.wba>

**Contact.** If you have questions, please contact the Program Compliance Branch, Civil Rights Division, at (301) 504-2181.



EDWIN ALMODOVAR  
State Conservationist

Attachment

DIST: E

United States Department of Agriculture



Natural Resources Conservation Service  
Post Office Box 2890  
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DEC 20 2013

SUBJECT: EOP – Natural Resources Conservation Service (NRCS)  
Civil Rights Policy Statement

TO: All NRCS Employees

File Code: 230-15

The Natural Resources Conservation Service (NRCS) employees represent an array of cultures, ethnicities, and backgrounds, and that diversity helps us meet our mission. I am committed to enforcing the Secretary's zero tolerance policy on discrimination. Prohibited discrimination is a violation of Title VI and Title VII of the 1964 Civil Rights Act.

It is NRCS' policy to treat all customers and employees equitably regardless of race, color, national origin, sex (including gender identity and expression), religion, age, disability, political beliefs, sexual orientation, marital or familial status, parental status, and protected genetic information. It is also our policy that customers and employees be free from reprisal or harassment in the pursuit of fairness and equal employment opportunities.

Complainants, representatives, and witnesses involved in complaints of discrimination must be unimpeded and free from restraint, coercion, or retaliation in the exercise of eliminating discrimination in the workplace. Agency officials, managers, supervisors, and other employees will be held accountable for discrimination, reprisal, civil rights violations, and related misconduct.

Managers and supervisors are responsible for the environment in which their employees work and have a duty to take both affirmative and corrective action to ensure equal opportunity and civil rights for customers and employees. To deter violations, managers and supervisors are required to take appropriate corrective or disciplinary action on findings of discrimination, reprisal, civil rights violations, and related misconduct in employment and program matters. They must demonstrate an elevated regard by supporting civil rights, equal employment opportunity, and diversity in the workplace.

All NRCS employees are expected to adhere to this policy. NRCS will ensure appropriate corrective or disciplinary action is taken against violators who engage in discriminatory behavior.

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