



United States
Department of
Agriculture

FARM SERVICE AGENCY
CIVIL RIGHTS
POLICY STATEMENT

SEP 04 2009

Farm and Foreign
Agricultural
Services

Farm Service
Agency

1400 Independence
Ave., SW
Stop 0509
Washington, DC
20250-0509

The Farm Service Agency (FSA) will ensure the civil rights of every individual who requests access to the programs administered by the agency. Individuals will be provided employment opportunities without regard to race, color, creed, national origin, religion, gender, age, disability, marital status, or sexual orientation. This is policy.

We are charged with, and expected to uphold, the highest level of professionalism and public trust in the mission and delivery of employment opportunities and programs at FSA. We have an obligation to assume and maintain direct personal responsibility for the way employees and applicants for employment are treated.

We will see that there is no discrimination in our employment practices and in our program delivery system. We will reach out to groups who have historically been neglected, identify areas where we are underrepresented in our workforce, and deliver programs that are inclusive, rather than exclusive, when selecting participants.

The success of our agency depends on our commitment to uphold this policy. By our words and actions, each of us must have responsibility for equal treatment and opportunities. Your commitment to these goals is critical to FSA's mission. Avoidance of discrimination in any form must be our daily, regular, and constant practice.

We will not tolerate reprisal or retaliation of any kind against customers or employees who have sought to redress a grievance arising from a violation of their rights.

I urge FSA employees to do your part to ensure the protection of civil rights for all. As a team, we must work together and we must respect the rights of our coworkers at every level. I believe that each of us, individually and collectively, can make a difference in the way we serve the public.

Publication: This policy should be posted in conspicuous locations throughout the workplace.



Jonathan Coppess
Farm Service Agency Administrator