



United States  
Department of  
Agriculture

Farm and Foreign  
Agricultural  
Services

Farm Service  
Agency

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**FARM SERVICE AGENCY  
EQUAL EMPLOYMENT OPPORTUNITY  
AND DIVERSITY POLICY STATEMENT**

The Farm Service Agency (FSA) is fully committed to the Federal goal of equal opportunity in employment for all employees and applicants regardless of race, color, national origin, sex, religion, age, disability, sexual orientation, marital or family status, political beliefs, parental status, or protected genetic information.

FSA's most valuable asset is its diverse and multi-talented workforce. This is particularly important as we work to provide better and more cost-effective services to our customers. We must aggressively promote Equal Employment Opportunity (EEO) in the workplace by creating an environment that fully utilizes the talents and strengths of all employees. This involves providing all employees with the opportunities, tools, training and support systems they need to develop their fullest potential. This may be facilitated by helping employees balance work and family needs and providing appropriate accommodations and support systems for individuals with disabilities.

FSA must reflect an environment that is free of discrimination and harassment of any kind. This means there will be zero tolerance of discrimination and harassment in the workplace. Any FSA employee found to have engaged in unlawful discriminatory practices and/or harassment will face appropriate disciplinary action. In addition, any manager or supervisor who fosters an environment that allows discriminatory practices and/or harassment to exist will be subjected to appropriate disciplinary action. We must also ensure that employees are free to exercise their EEO rights by not retaliating against them for engaging in protected EEO activity or opposing discriminatory practices. Reprisal and retaliation are defined as adverse actions taken against employees because of their involvement in the EEO complaint process or because of their opposition to unlawful discriminatory practices.

I am committed to maintaining a model workplace where each employee is valued and has an opportunity to contribute fully to the accomplishment of our mission. Although managers and supervisors are directly responsible for leading the way in ensuring complete support of the Agency's diversity efforts, every employee must get involved and participate by understanding and valuing their own differences, cultures and backgrounds as well as those of their co-workers.

Together we CAN achieve a workforce that is free of discrimination and represents the diversity of our Nation.

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

Jan. 9, 2008

Teresa C. Lasseter  
Administrator