



United States
Department of
Agriculture

Farm and
Foreign
Agricultural
Services

Foreign
Agricultural
Service

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TO: Foreign Agricultural Service Employees

FROM: John D. Brewer *JD Brewer* FEB 2 2010
Administrator

SUBJECT: **Civil Rights and Equal Employment Opportunity Policy Statement**

At the Foreign Agricultural Service (FAS), promoting equal employment opportunity and diversity are core values of the agency. FAS professionals are working around the globe in different cultures and are embracing diversity as a critical component in achieving the agency's core mission – linking U.S. agriculture to the world to enhance export opportunities and global food security.

Our commitment to being an equal opportunity employer and the value we place on diversity are a source of pride. I want to take this opportunity to remind all employees that, as an agency, we are guided by a dedication to treating everyone with fairness and integrity. We recognize that our strength comes from the diversity of people and ideas that exists within FAS. As the new Administrator, I will expect and promote a work environment that ensures equal employment opportunities and equitable treatment. I expect all FAS managers, supervisors and employees to follow my example. Simply put, at FAS, discrimination and harassment will not be tolerated.

FAS will continue to provide equal employment opportunity to all employees and applicants regardless of race, color, national origin, age, disability, and where applicable, sex, marital status, familial status, parental status, religion, veterans' status, sexual orientation, genetic information, political beliefs, or because all or part of an individual's income is derived from public assistance.

Our commitment to Civil Rights goes beyond FAS employees and our internal work environment. No person will be subjected to discrimination in Federally Assisted or Federally Conducted programs and services overseen and administered by FAS. All applicants and participants in FAS activities must be treated in a fair and non-discriminatory manner. FAS will handle all complaints of discrimination fairly, expeditiously, and dispassionately.

I want to thank all FAS employees and partner organizations for your efforts to help create a work environment free of discrimination and harassment in 2009. Civil Rights at FAS can only be protected and equal employment opportunity ensured with your support. In 2010, I ask that we all re-commit ourselves to FAS' Core Values which I have attached and pledge to continue to participate in the effort to make our agency a great and fair place to work. Thank you.