



ANTI-RETALIATION/REPRISAL POLICY STATEMENT

It is the policy of the Food Safety and Inspection Service (FSIS) that no person shall be subjected to retaliation/reprisal for participation in Equal Employment Opportunity (EEO) process, whistleblowing, or speaking out against practices he or she believes may constitute unlawful discrimination. Retaliation/Reprisal is unlawful and will not be condoned or tolerated in the FSIS workplace.

Retaliation/Reprisal is defined as any negative treatment or adverse action imposed on an individual for engaging in protected activity. Protected activity includes filing a charge of discrimination, participation in an employment discrimination proceeding, or otherwise opposing unlawful discrimination. Managers and supervisors bear a special responsibility and obligation to ensure that they do not engage in or tolerate retaliation/reprisal in the workplace.

An employee, former employee, or applicant for employment, who believes that he or she has been subjected to employment discrimination based on retaliation/reprisal, should contact the Civil Rights Staff (CRS) to initiate a complaint of discrimination based on retaliation/reprisal. An aggrieved person must initiate contact with an EEO Counselor within 45-calendar days of the date of the matter he/she believes is reprisal/retaliation.

Any FSIS supervisor or manager who is found to have engaged in retaliation/reprisal will be subjected to appropriate disciplinary action, up to and including reprimand, demotion, suspension, or removal.

If you have a question or need assistance, please contact the Civil Rights Staff at 1 (800) 269-6912 or by email at: AskCRD@fsis.usda.gov. You can find additional information about the FSIS EEO and Civil Rights Program at: <http://www.fsis.usda.gov/wps/portal/informational/aboutfsis/civil-rights>.

Alfred V. Almanza
Administrator