

Administrator's Policy Statement

I am writing to reaffirm my unwavering commitment to fostering a work environment that is free from discrimination, harassment, and reprisal. At the Food Safety and Inspection Service (FSIS), we hold ourselves to the highest standards of fairness, respect, and equality, and it is imperative that each and every one of us wholeheartedly upholds these principles.

Our mission of ensuring food safety for the American public cannot be accomplished without a diverse and inclusive workforce that values and leverages individual differences. Regardless of your race, color, religion, national origin, age, sex, sexual orientation, disability, marital or familial status, political beliefs, parental status, receipt of public assistance, or protected genetic information, each FSIS employee plays a vital role in our shared vision. FSIS has a zero tolerance of any form of discrimination, harassment, or reprisal.

The Equal Employment Opportunity (EEO) and Civil Rights (CR) performance standard for supervisors and managers states, "...the expectation to foster an inclusive workplace where diversity and individual differences are valued and leveraged to achieve the vision and mission of the Agency through both personal leadership and appropriate managerial action." In addition, managers and supervisors are expected to perform their duties and responsibilities in a manner that demonstrates behaviors that conform with civil rights and EEO laws, regulations, and policies. I expect managers and supervisors to resolve and/or address EEO issues, grievances, and harassment within their supervisory authority by providing thorough, complete, accurate records, evidence, and responses. I am holding all managers and supervisors accountable for ensuring employees are aware of the Agency's EEO/CR policies by posting those policies throughout the FSIS workplace.

All FSIS employees, without exception, are expected to adhere to EEO/CR laws, regulations, and policies. Employees are also expected to complete mandatory annual EEO/CR training. This training is not only a requirement but an opportunity for personal growth and awareness.

Discrimination, harassment, and/or reprisal in any form will not be condoned nor tolerated within the FSIS workplace. It is my expectation that we work together to foster a discrimination and harassment-free workplace—a place where every individual is respected, trusted, and valued. We must recognize the diversity of our team as an asset and harness its power to achieve our collective mission. By supporting one another and embracing our differences, we can create an environment where everyone feels safe, empowered, and able to perform their best work.

Let us recommit ourselves to these principles of respect, inclusion, and accountability. Together, we can continue to build a workplace culture that meets the highest standards of professionalism and serves as a beacon of inspiration for others to follow.



Paul Kiecker  
Administrator