Administrator’s
Civil Rights, Equal Employment Opportunity,
and Anti-Harassment
Policy Statement

This policy statement reaffirms my commitment to fostering a work environment that is free of discrimination and harassment and upholds the principles of Civil Rights and Equal Employment Opportunity (EEO). It is important that each of us embrace these principles wholeheartedly to create an environment of equity, inclusion, and equal opportunity for Food Safety and Inspection Service (FSIS) employees and customers.

FSIS is committed to embracing all aspects of civil rights. This includes advancing justice, equity, and inclusion across all FSIS operations; enhancing civil rights programs; and building trust within FSIS and the communities we serve. This commitment is not just a legal requirement; it is a core aspect of our responsibility as Federal employees.

FSIS is also committed to ensuring that no employee, former employee, or applicant for employment is denied equal opportunity based on race, color, sex (including pregnancy, sexual orientation, and gender identity), national origin, religion, mental or physical disability, age (40 or over), marital or familial status, parental status, protected genetic information, political beliefs, reprisal for prior EEO activity, or voicing opposition to discrimination. This covers all aspects of employment, including recruitment, hiring, promotion, training, benefits, and separation.

FSIS has zero tolerance toward any form of discriminatory harassment and other forms of harassment, including bullying and intimidation. Employees who believe they have been subjected to harassing behavior should immediately report it to a supervisor or manager, or contact the FSIS Anti-Harassment/Workplace Violence Prevention and Response Program at workplaceviolenceprevention@usda.gov.

I urge each of you to familiarize yourselves with FSIS’ Civil Rights, EEO, and Anti-Harassment policies and procedures and actively promote and uphold these standards within your respective work units. More information regarding these policies and procedures can be obtained from the Civil Rights Staff’s webpage at https://www.fsis.usda.gov/employees/civil-rights or by contacting the Staff at AskCRD@usda.gov.

Employees are reminded that discriminatory, retaliatory, and/or harassing conduct of any kind will not be tolerated and that such actions may result in corrective or disciplinary measures.

As we move forward, let us recommit ourselves to fostering a workplace culture that embodies respect, inclusion, and accountability. By adhering to these values, we can continue to build a stronger, more vibrant FSIS that reflects the diversity and talent of our team. Thank you for your commitment to these principles and for your continued dedication to advancing FSIS’ mission.

Paul Kiecker
Administrator