



March 3, 2016

SUBJECT: Equal Employment Opportunity Policy Statement

TO: All NEA Employees

FROM: Dariusz Swietlik, Director  
Northeast Area

A handwritten signature in black ink that reads "Dariusz Swietlik". The signature is written in a cursive, flowing style.

The Northeast Area is fully committed to equal opportunity for all employees and applicants without regard to race, color, religion, sex, age, national origin, disability, or sexual orientation. ARS' EEO Policy mandates equal opportunity for all persons and prohibits discrimination in all aspects of the Agency's personnel policies, practices, and operations. All non-merit barriers that impede the employment, hiring, promotion, and retention of any employee must be eradicated from the workplace.

Each Director, Manager, and Supervisor has personal obligations and accountability to ensure that the workplace is free from harassment and discrimination. Discrimination of any form will not be tolerated and every member of this organization must be held accountable. As Secretary Vilsack has stated in the USDA Civil Rights Policy statement "all USDA applicants, customers, constituents, and stakeholders are provided equal access to all opportunities, programs, and services available through: The People's Department". Accordingly, I am counting on all senior leaders, managers, and supervisors to model appropriate behavior and lead by example".

As the Northeast Area Director, I am personally committed to developing and maintaining a diverse workforce by recognizing and embracing employee diversity and encouraging each individual's perspective and ideas. Communication regarding the early awareness and resolution of complaints must be addressed and handled appropriately.

Equal Employment Opportunity (EEO) is the right of every ARS employee and is an important part of our overall success and achievements. It is imperative that ARS' work environment is supportive and committed to the rights of all employees. If an employee believes that he/she has been discriminated against and wishes to file an EEO complaint, contact the Office of Outreach, Diversity and Equal Opportunity at (202) 720-3410 or (800) 340-4289.

**This policy is my personal commitment to ensure that equal opportunity in the Northeast Area is assured to all employees as we embrace a diverse workforce and appreciate the differences that each of us brings to the workplace. This policy statement must be posted in all work areas to ensure that the Northeast Area workforce is aware of and promotes its civil rights responsibilities.**