



United States Department of Agriculture

Research, Education, and Economics  
Agricultural Research Service

January 11, 2010

SUBJECT: Equal Employment Opportunity Policy Statement

TO: All Employees

FROM: Joseph T. Spence   
Director, Beltsville Area

PLEASE POST

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

I would welcome and appreciate the opportunity to visit with any employee regarding a concern or problem before he or she feels it necessary to contact an EEO counselor to file a complaint. I will continue to make every effort to address your concerns. Please feel free to contact my office to make an appointment at 301-504-6078 or you can send me an e-mail at [joseph.spence@ars.usda.gov](mailto:joseph.spence@ars.usda.gov)

Equal Employment Opportunity 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.

We must embrace diversity and appreciate the differences that each of us brings to the workplace. This policy is my personal commitment to ensure that equal opportunity in the Beltsville Agricultural Research Center is assured to all employees.



Beltsville Area Director's Office  
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An Equal Opportunity Employer