



United States Department of Agriculture

Research, Education, and Economics
Agricultural Research Service

February 14, 2013

SUBJECT: Anti-Harassment Policy Statement

TO: All Employees

FROM: Joseph Spence 
Area Director

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.

The Beltsville Area is fully committed to a workplace free of harassment including sexual harassment for all employees and applicants without regard to race, color, religion, sex (including gender identity and expression), age, national origin, disability, sexual orientation, marital or familial status, parental status, or protected genetic information.

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. Communication regarding the early awareness and resolution of complaints must be addressed and handled appropriately.

Harassment is unwelcome conduct that is based on race, color, sex, religion, national origin, disability, and/or age. Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

It is imperative that the Beltsville Area's work environment is supportive 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 assuring that the Beltsville Area is free of harassment and sexual harassment for all employees. I am asking that this policy statement be posted in all work areas to ensure that the Beltsville Area workforce is aware of and promotes a harassment-free workplace.



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