



**United States Department of Agriculture**

Research, Education, and Economics  
Agricultural Research Service

February 4, 2015

**SUBJECT:** Anti-Harassment Policy Statement

**TO:** All Employees

**FROM:** Dariusz Swietlik, Director  
Northeast Area

As the Northeast 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, contractors, constituents, stakeholders 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 including bullying, epithets, slurs, intimidation and any other form of 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 Northeast 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. 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 (ODEO) at 202-720-3410 or 800-340-4289. Additional information related to EEO is located on the ODEO website is located at <http://www.afm.ars.usda.gov/ODEO/>.

This policy is my personal commitment to assuring that the Northeast 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 Northeast Area workforce is aware of and promotes a harassment-free workplace.

USDA-ARS-Northeast Area  
Area Administrative Office  
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