



United States Department of Agriculture

Animal and
Plant Health
Inspection Service

Animal and Plant Health Inspection Service Civil Rights Policy Statement

Office of the
Administrator

1400 Independence
Avenue SW
Washington, DC
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The Animal and Plant Health Inspection Service (APHIS) provides critical programs that support USDA's mission of expanding and strengthening American agriculture. Our programs and employment practices must be implemented in a non-discriminatory manner so individuals can access and participate in Agency programs and services.

APHIS will not tolerate, in employment or in program delivery, discrimination based on race, color, religion, national origin, age, sex, gender identity (including gender expression), disability, reprisal, sexual orientation, marital status, parental or familial status, political beliefs, protected genetic information, receipt of public assistance, or reprisal or retaliation for prior civil rights activity.

We conducted a Business Process Improvement study to improve our civil rights impact analysis (CRIA) process and developed a new CRIA tracking and processing system that will further strengthen our civil rights assessments of regulations, organizational structure, and Federally chartered committees within APHIS' purview. Our goal is to ensure that these assessments occur in a non-discriminatory manner while leading to opportunities in employment and assisting our stakeholders and customers who rely on APHIS for their agricultural businesses and interests. We are also committed to continuing to develop outreach activities to ensure that information about APHIS reaches persons who have not traditionally participated in our programs. Our focus is always on remaining a model employer and service provider for American agriculture.

APHIS' Office of Civil Rights, Diversity, and Inclusion (OCRDI) can provide information on programs and activities for APHIS employees to work on issues of civil rights and equal opportunity, both in employment and in program delivery. Special Emphasis Programs and events, Civil Rights Diversity and Advisory Committees, compliance reviews, and outreach are a sample of the resources available to advance our equal opportunity goals.

This policy statement must be posted in all workplaces so employees and the public can view our commitment to civil rights. Information on our civil rights program and guidance on civil rights issues can be found on the OCRDI website at <https://www.aphis.usda.gov/aphis/ourfocus/civilrights>.

A handwritten signature in black ink that reads "Michael Gregoire".

Michael Gregoire
Acting Administrator

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