



September 5, 2023

## NASS EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Your attention is directed to Secretary Vilsack's Equal Employment Opportunity (EEO) Policy Statement, dated July 25, 2023

### [USDA Equal Employment Opportunity Policy Statement](#)

As NASS Administrator, I hereby re-affirm my full and complete support for Secretary Vilsack's EEO policy statement of July 25, 2023. I am committed to a work environment where we are all treated with dignity and respect. Each of us has the right to work in a professional environment that promotes equal employment opportunities and is free from any form of discrimination or harassment. I will continue to foster a workforce that values diversity, equity, inclusion, and accessibility; one that is merit-based and affords all employees the opportunity to reach their full potential.

NASS strives to remain a model employer by ensuring that all employees, former employees, and applicants are treated with dignity and respect and that our workplace is free from any form of discrimination or harassment regardless of race, color, sex (which includes pregnancy, sexual orientation, gender identity and expression), religion, national origin, age (at least 40), disability (mental or physical), genetic information, or retaliation for engaging in prior EEO protected activity. This includes maintaining a positive work environment essential to our strategic mission.

Your attention is also directed to the recently published Departmental Regulation (DR), 4200-003, [USDA Anti-Harassment Program](#), dated April 18, 2023, which outlines the Department's policies and program requirements for dealing with allegations of harassment. A key element of the program requires USDA agencies to promptly respond to, address, and correct any harassing conduct before it becomes severe or pervasive. NASS employees are encouraged to familiarize themselves with this important DR.

NASS employees, former employees, and applicants for employment have the right to raise allegations of discrimination and harassment without fear of reprisal. I expect all employees, supervisors, managers, and senior executives to adhere to this policy and lead by example. Anyone not complying with this policy will be held fully accountable.

Employees, former employees, or applicants who believe they have been subjected to unlawful discrimination or harassment and want to learn more about the EEO complaints procedure or file an EEO complaint should contact June Turner, NASS Civil Rights Director, by phone at 202-720-8257 or by email at [June.Turner@usda.gov](mailto:June.Turner@usda.gov).

Sincerely,

Hubert Hamer  
Administrator