United States Department of Agriculture
Grain Inspection, Packers and Stockyards Administration
STOP 3601, Room 2055-S
1400 Independence Ave., SW
Washington, DC 20250-3601

JUN 15 2012

TO: All GIPSA Employees

FROM: Larry Mitchell
Administrator

SUBJECT: Civil Rights Policy Statement

As your Administrator, I am firmly committed to ensuring that the Grain Inspection, Packers and Stockyards Administration (GIPSA) adheres to all Federal civil rights laws, regulations, rules, policies, and procedures. I fully support GIPSA's compliance with civil rights and equal employment opportunity for all employees regardless of age, color disability, gender, national origin, race, religion, family, marital, or parental status, political belief, protected genetic information or sexual orientation.

There is no principle more important. We must comply with every aspect of our Nation's civil rights laws. To do otherwise is simply not acceptable and will not be tolerated. All GIPSA employees, especially managers and supervisors are expected to support and comply with the Secretary's Civil Rights Policy Statement and the principles underlying that statement.

Furthermore, I expect support for GIPSA's policy on Equal Employment Opportunity and for ensuring that the workplace is free of discrimination. All personnel practices, including recruitment, selection, training, promotions, and transfers are required to be free of discrimination. Reprisal of any kind will not be tolerated. Our policy at USDA is zero tolerance for any form of discrimination and this standard applies to every employee and every action. GIPSA will promptly pursue appropriate disciplinary action against any employee who engages in unlawful discrimination.

With your help and commitment, we can create a better workplace based on inclusion where all employees are respected; trusted, valued, and together we create a better Agency that delivers programs and services fairly and with equality and integrity.

I look forward to fulfilling this vision -- our goals -- together.