

We the People

of the United States, in order to form a more perfect Union, establish Justice, insure domestic Tranquility, provide for the common defence, promote the general Welfare, and secure the Blessings of Liberty to ourselves and our Posterity, do ordain and establish this Constitution for the United States of America.

Article 1

Iowa NRCS

Civil Rights

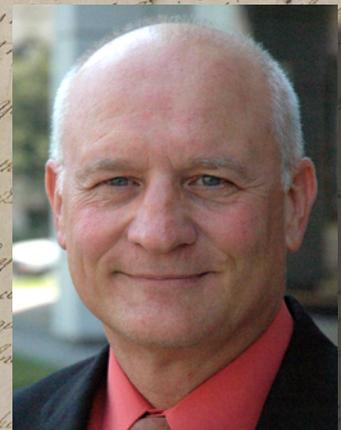
Fact Sheet



“In Iowa NRCS, we don’t always have the chance to work with people from other cultures, in or out of the office. If you get the chance, take it. You may be surprised.”
Doug Davenport, District Conservationist, Bedford.



“One of the most rewarding parts of my job with NRCS has been working with a variety of Iowans with diverse cultures and backgrounds. It makes me appreciate what it must have been like for my ancestors when they were immigrants to this country and looking for assistance and support.”
Detra Detmann, Pathfinders R&D Coordinator, Fairfield



“I have worked in four states and enjoyed the wonderful opportunity to communicate and provide services to a diverse group of customers and staff. My mantra in working with people is “treat everyone as you would want to be treated”. My working relationships have flourished by following these words.”
Richard Sims, Iowa NRCS State Conservationist

This fact sheet serves as an informational guide for employees regarding the Civil Rights goals and commitment of Iowa NRCS. Use this as a tool and reference now and in the future to ensure achievement of Civil Rights requirements.

What Civil Rights Means:

That Iowa NRCS personnel are committed to provide equitable service to all customers and potential customers, and to provide equal opportunities for all employees and potential employees.

We do this by:

Treating all fellow employees, customers and partners with respect, dignity, and equality while providing a professional work environment that delivers program services in a fair, equitable, and respectful manner.

Why?

Never before has our customer base or workforce been comprised of people with such diversity, including diversity of backgrounds, diversity of thought, and diversity of age. Simply put, embracing diversity is the right thing to do.

A diverse workforce results in enhanced employee support and a productive and unified work atmosphere that is more creative and provides increased value to our diverse customer base.

Civil Rights Resources:

Iowa NRCS Civil Rights Webpage: www.ia.nrcs.usda.gov/about/civilrights.html.

Title 230 (Equal Opportunity) of the General Manual: <http://directives.sc.egov.usda.gov/>.

Is leadership committed to Civil Rights?

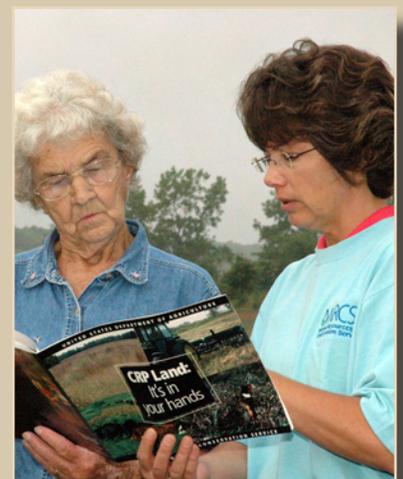
The Chief of NRCS is firmly committed to ensure that NRCS leadership and employees comply with the Department of Agriculture's Civil Rights and Equal Employment Opportunity policy by treating everyone fairly and equitably, regardless of race, color, national origin, sex, religion, age, disability, sexual orientation, marital or family status, political belief, parental status or protected genetic information.

Who is responsible for Civil Rights?

The responsibility to carry out this mission falls not on one person, or one office, or one agency—but on all of us. We commit ourselves to creating a workplace that embraces employee differences, develops their strengths, and reflects our Nation's diversity.

Civil Rights and Conservation:

Employee support and commitment to Civil Rights will enable NRCS to fulfill its mission of "Helping People Help the Land."



The people of Iowa NRCS are proud to say:
USDA is an equal opportunity provider and employer.