

NRCS Civil Rights Guiding Principles:

We value our employees and customers and believe in the strength of diversity. We are committed to treating both with dignity and respect. We listen and learn. We take pride in our abilities and are dedicated to contributing to the success of the USDA - NRCS. We are open and honest, holding ourselves accountable and possessing the highest level of integrity.

Civil Rights and EEO

Equal opportunity is the law of the land that applies to employment activities in both the Federal and private sectors. It is fair to say that EEO and civil rights began with the Constitution and Bill of Rights; however, the Constitution and the Bill of Rights did not mention employment discrimination. The Civil Rights Act of 1964 had the greatest impact on employment by providing protection and enforcement under the law against discrimination.

Title VII of the Civil Rights Act of 1964 made it illegal for any employer to deny anyone a job because of race, color, religion, sex, or national origin. Title VII also prohibited discrimination in firing, promoting, training, salary, and all other privileges of employment.

Title VI of the Civil Rights Act of 1964 states that no person in the United States shall, on the "grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

Equal Employment Opportunity / Civil Rights Mission

Ensure compliance with agency policies for Conservation and Equal Opportunity Programs, and accountability for delivery of quality and timely services to our customers

Our Vision

Equity for People and Programs



Indiana USDA – NRCS 6013 Lakeside Blvd. Indianapolis, Indiana 46278
Phone (317) 290 -3200 Fax (317) 290 - 3225

The U.S. Department of Agriculture (USDA) prohibits discrimination in all its programs and activities on the basis of race, color, national origin, sex, religion, age, disability, political beliefs, sexual orientation, and marital or family status. (Not all prohibited bases apply to all programs.) Persons with disabilities who require alternative means for communication of program information (Braille, large print, audiotape, etc.) should contact USDA's TARGET Center at 202-720-2600 (voice and TDD).

To file a complaint of discrimination write USDA, Director, Office of Civil Rights, Room 326-W, Whitten Building, 14th and Independence Avenue, SW, Washington, DC 20250-9410 or call 202-720-5964 (voice or TDD). USDA is an equal opportunity provider and employer.



Indiana

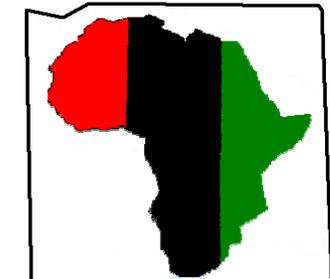
USDA – NRCS

Black

Emphasis Program

BEP

INDIANA

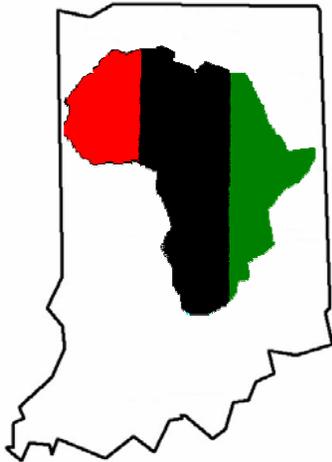


**BLACK
EMPHASIS
PROGRAM**

Special Emphasis Programs

Special Emphasis activities and support are an integral part of the Civil Rights Program at the Natural Resources Conservation Service. Within their respective programs, Special Emphasis Program Managers assist the Indiana State Conservationist and the Leadership Team to:

- Ensure that equal opportunity is present in all aspects of NRCS programs, services, and employment.
- Provide advice and assistance in order to help meet civil rights program goals and objectives.
- Ensure effective communication among all persons and areas dealing with, or affected by, agency civil rights responsibilities.



Black Emphasis Program

Mission Statement

To provide focus on issues of employment, promotion, training, retention and career enhancement affecting Black employees and applicants in NRCS in Indiana.

Strategic Issues

- Support Black Emphasis Program efforts at state, regional, and national levels.
- Develop a strong recruitment plan to enhance diversity within NRCS in Indiana.
- Promote a strong Mentor Program.
- Work with The Indiana Leadership to identify training needs for Black NRCS employees.

Goals

- Increase the number of Blacks in professional, administrative, and technical occupations.
- Eliminate concentrations of Blacks in single interval series to diversify and create advancement opportunities throughout all occupational levels and all disciplines.
- Encourage the participation of Blacks in all NRCS-sponsored programs and activities.
- Provide a network of professional support for Blacks in NRCS.

- Develops objectives for Black Employment Program.
- Provides information to all employees and keeps them informed of BEP activities.
- Consults with Black employees who are interested in self-development and advises DEEO of the concerns of black employees.
- Support and sponsor programs and activities that will promote and enhance the awareness of workforce diversity.
- Develop a working relationship with predominately black organizations, groups, universities, colleges and schools
- Expose new employees to positive role models to help them learn how to conduct themselves in the professional world.

Questions or comments about Indiana BEP program contact NRCS Black Emphasis Program Manager

E-mail: NRCS_BEPM@in.usda.gov
Phone: 317-290-3200 or Fax 317-290-3225

Civil Rights question or concerns contact Indiana Civil Right Chair

E-mail: NRCS_Civil_Rights@in.usda.gov
Phone: 317-290-3200 or Fax 317-290-3225