

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 encourage and reward creativity and teamwork. We are open and honest, holding ourselves accountable and possessing the highest level of integrity. We identify the needs and expectations of our employees and customers, and provide quality and timely products and services.

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.

Created: January 2004



Indiana

USDA – NRCS

Disability

Emphasis Program

DEP

ADD AN INTERESTING PICTURE
HERE OR DESIGN A LOGO FOR
YOUR SEP

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.

Disability

Special Emphasis Program

The Disability Emphasis Program Manager strives to:

- Encourage employment of qualified persons with disabilities.
- Promote understanding and appreciation of individuals with disabilities.
- Create full participation in a work environment that capitalizes on creativity and richness.
- Promote understanding of the requirements of the Rehabilitation Act of 1973 and Americans with Disabilities Act of 1990.
- Provide reasonable accommodations and accessibility.
- Encourage managers to provide career enhancement and promotions for people with disabilities.
- Provides information to all employees and keeps them informed of DEP activities.
- Consult with handicapped employees interested in self-development.
- Identify rehabilitation agencies those positions adaptable for handicapped persons.

- Determine potential recruitment sources.
- Work with rehabilitation officials and/or supervisors to determine training needs and assistance devices, work-site modifications, and placement of handicapped.
- Assess progress of identified handicapped employees at least twice during probation period and periodically thereafter.
- Attends, participates, and delivers quarterly reports at the Indiana NRCS Civil Rights Committee meetings.

For any questions or comments concerning NRCS Disability Emphasis Program, you can email the following address.

NRCS_DEPM@in.usda.gov

Or questions concerning Civil Rights at

NRCS_Civil_Rights@in.usda.gov