



Forest
Service

Washington
Office

1400 Independence Avenue, SW
Washington, DC 20250

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Route To:

Subject: Forest Service Civil Rights Policy Statement

To: All Employees

I am committed to making the Forest Service a model employer of choice with a skilled, diverse, and inclusive workforce. I fully support a work environment where all employees and customers are free from discrimination or reprisal based on race, color, national origin, sex, religion, age, disability, sexual orientation, marital or familial status, political beliefs, parental status, receipt of public assistance, or protected genetic information. Inappropriate behavior of any nature within the Forest Service will not be tolerated. Supervisors and managers are expected to take the necessary actions to address all allegations of inappropriate behavior.

In order to be an employer of choice, we must continue to build on the foundation to hire, develop and retain a diverse workforce that reflects the customers we serve. Each Forest Service employee has an important role in ensuring that our programs are open and accessible to all clients in accordance with the goals of the program and for maintaining a positive and equitable environment. We are all responsible to recruit and retain people who are traditionally underrepresented in our programs and employee groups. When we are open to a diversity of ideas, cultures, experiences and backgrounds, we become a more effective organization as a whole. Not only are our lives enriched, but we also build healthier communities for learning within the work environment.

Every employee has the right to a work environment that is free from discrimination, harassment, and reprisal. I encourage all employees to seek early resolution of potential work environment issues and obtain advice and counsel through Equal Employment Opportunity Counselors, the Office of Conflict Management and Prevention Staff, the Human Capital Management Staff, and/or their local Civil Rights Director.

To build a lasting foundation for success in the Forest Service, we must continue to address the interest and needs of our employees as well as our customers. I intend to increase the Forest Service's efforts to develop and retain a diverse workforce that is proud to support our mission.

/s/ Thomas L. Tidwell
THOMAS L. TIDWELL
Chief

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