

## 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."

## Mission: American Indian/Alaska Native Special Emphasis Program

To provide focus for Indiana's NRCS leadership team on issues pertaining to employment, promotion, training, retention, and career enhancement which affects American Indian and Alaska Native employees and applicants.

As well as provide a focal point for issues affecting American Indian and Alaska Native involvement and participation in NRCS conservation programs.

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"The U.S. Department of Agriculture (USDA) prohibits discrimination in all its programs and activities on the basis of race, color, national origin, age, disability, and where applicable, sex, marital status, familial status, parental status, religion, sexual orientation, genetic information, political beliefs, reprisal, or because all or a part of an individual's income is derived from any public assistance program. (Not all prohibited bases apply to all programs.) Persons with disabilities who require alternative means for communication of program information (Braille, large print, audiotope, etc.) should contact USDA's TARGET Center at (202) 720-2600 (voice and TDD). To file a complaint of discrimination write to USDA, Director, Office of Civil Rights, 1400 Independence Avenue, S.W., Washington, D.C. 20250-9410 or call (800) 795-3272 (voice) or (202) 720-6382 (TDD). USDA is an equal opportunity provider and employer."

United States Department of Agriculture



## Indiana

### Special Emphasis Programs

*Ensuring Equality in  
Employment and  
Program Delivery*



## 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.



## American Indian/Alaska Native Special Emphasis Program

The American Indian/Alaska Native Special Emphasis Program Manager strives to:

- Increase the number of American Indians and Alaska Natives in all categories, series and grade levels.
- Provide a network of professional support for American Indian and Alaska Natives in NRCS.
- Encourage the participation of Native Americans and Alaska Natives in all NRCS programs and activities.
- Support the unique role of American Indian and Alaska Natives within the federal government.
- Recruit potential American Indian and Alaska Native employees.
- Develop annual objectives for the American Indian and Alaska Native Program.
- Establishes and maintains effective relationships with American Indian and Alaska Native organizations and groups.
- Contributes to the development of the overall Equal Opportunity program.
- Attends, participates, and delivers quarterly reports at the Indiana NRCS Civil Rights Committee meetings.

## Contact Information

For more information concerning the Indiana NRCS American Indian/Alaska Native Special Emphasis Program visit the following Web site.

[http://www.in.nrcs.usda.gov/about/Civil\\_Rights/AIAN\\_Program/AIAN\\_Homepage.html](http://www.in.nrcs.usda.gov/about/Civil_Rights/AIAN_Program/AIAN_Homepage.html)



The official Web site of the American Indian/Alaska Native Employee's Association for NRCS: Membership and other information is found at <http://www.aianea.com/>



The American Indian Science & Engineering Society (AISES) is a national, nonprofit organization which supports American Indians and Native Alaskans pursuing studies in science, engineering, and technology arenas. This organization has a Professional Membership for Native Americans with a bachelor's or advanced degrees in engineering, science, and technology.

<http://www.aises.org/index.html>

