Civil Rights Overview for Conservation Districts
Each year, the Secretary of Agriculture and the Chief of the Natural Resources Conservation Service (NRCS) release a Civil Rights Policy Statement, confirming the United States Department of Agriculture’s (USDA’s) and NRCS’ commitment to ensuring the civil rights of all USDA customers and employees. All USDA employees are expected to embrace this important commitment.
NRCS Obligation

• Ensure partners comply with federal program policies
• Support partners in their efforts
Conservation District (CD) Obligation

- As recipients of NRCS technical assistance, comply with Title VI and Title VII of the civil rights law
Agreements, like the ones listed here, require all parties be in compliance with the nondiscrimination provisions contained in the Civil Rights Act of 1964.

- The State of Kansas Mutual Agreement between the USDA and county CDs
- Cooperative Working Agreement between the NRCS, the State Conservation Commission (SCC), and the Kansas Association of Conservation Districts (KACD)
- Local Operational Agreements between the NRCS and county CDs
Title VI
Program Delivery

Purpose

To eliminate discrimination against applicants, participants, and beneficiaries of any program or activity receiving federal financial assistance
Title VI
Program Delivery

Compliance ABCs

A. Know the Facts

B. Learn the Language

C. Support Diversity in Leadership
Title VI
Program Delivery

A. Know the Facts
B. Learn the Language

Title 230, Part 405 of the NRCS General Manual contains guidance on effective compliance in program delivery. Click on the link below:

EOP - Civil Rights, Part 405
The NRCS policy is to encourage, support, provide training, and assist all CD boards, councils, and committees to achieve diverse representation of customer groups on such boards, councils, and committees.
Procedures for filing and processing program discrimination complaints are outlined on this poster.
Title VII
Equal Employment Opportunity (EEO)

Purpose

To provide equal opportunity for employees and applicants for employment in every aspect of employment practices and working conditions, without regard for...
…race, color, national origin, sex, religion, age (40+), physical or mental disability, retaliation (for prior participation in the equal employment opportunity complaint process), sexual orientation, marital or family status, political beliefs, parental status, and/or protected genetic information that has the purpose or effect of denying equal employment opportunity.
Title VII
EEO

“Just say no” to harassment!!

Employees are entitled to work in a non-hostile environment, free of offensive or intimidating actions by supervisors, co-workers, or others.
Procedures for filing and processing an EEO complaint are outlined on this poster.
If an individual files a complaint of harassment, that individual is protected from retaliation.
For additional information about USDA/NRCS civil rights policies, visit the link below:

**About NRCS Civil Rights**
"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, audiotape, 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."