

## Civil Rights and Workforce Diversity Statement

As the Chief Executive Officer, I am committed to fostering a workplace which is free of discrimination or harassment in any form, providing all employees the ability to compete on a fair and level playing field. AmeriCorps is committed to treating all persons with dignity and respect while building a diverse, equitable, inclusive workplace where benefits and opportunities for advancement are accessible to all.

The agency will achieve this by strengthening the foundations of diversity, equity, inclusion, and accessibility. We will prioritize the well-being of employees by fostering an environment that is inclusive and fair and embeds DEIA principles into every aspect of workplace culture. Agency leadership is committed to promoting a climate of mutual respect and appreciation for all AmeriCorps employees that enables all to thrive. Every AmeriCorps manager, supervisor, and employee must abide by this policy.

Promoting DEIA includes meeting our obligations under the [laws, regulations, and executive orders](#) meant to prevent or remedy discrimination. This policy covers all personnel programs, management practices, and decisions. These include but are not limited to, recruitment, hiring, merit promotions, transfers, reassignments, training, career development, benefits, and separations.

AmeriCorps leadership recognizes achieving an energized, high-performing workforce cannot happen without managers and employees who treat all persons with dignity and respect regardless of race, color, national origin, gender, age, religion, sexual orientation, disability, gender identity or expression, political affiliation, marital or parental status, pregnancy, genetic information, military service, their submission of a complaint, or activity in any Equal Employment Opportunity related activity.

AmeriCorps' mission is to improve lives, strengthen communities, and foster civic engagement through service and volunteering. Commitment to the principles of non-discrimination, equal opportunity, and the principles of DEIA by all employees is crucial to achieving our mission. As we work with national and community nonprofit organizations, faith-based groups, schools, and state and local agencies to enable service members and volunteers to meet critical needs in their communities, AmeriCorps' interactions with these groups should reflect our commitment to these principles.

AmeriCorps employees must comply with federal-wide civil rights laws. Any person who violates this policy will be subject to appropriate disciplinary action, up to and including removal from federal service.

Any AmeriCorps employee, former employee, or applicant for employment who believes they were discriminated against in violation of civil rights laws, regulations, or this policy, or subject to reprisal for opposing discrimination or participating in discrimination complaint proceedings (e.g., as a complainant or witness) should raise their concerns with AmeriCorps' Civil Rights and Employment Branch. Discrimination claims should be brought to the attention of AmeriCorps' Civil Rights and Employment Branch within 45 calendar days of the occurrence to be accepted for investigation in a formal complaint.



AmeriCorps' Civil Rights and Employment Branch may be reached at (202) 606-3461 or [eo@americorps.gov](mailto:eo@americorps.gov). In addition, employees may also consider AmeriCorps' Alternate Dispute Resolution Program as an informal way to resolve workplace conflicts. If you are interested in learning more about the Alternate Dispute Resolution program, please email [adr@americorps.gov](mailto:adr@americorps.gov).

November 7, 2023

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Date

A handwritten signature in black ink that reads "Michael D. Smith".

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Michael D. Smith  
Chief Executive Officer  
AmeriCorps