



## Civil Rights and Workforce Diversity Policy - March 18, 2021

AmeriCorps (the Corporation for National and Community Service adopted the operating name "AmeriCorps" as of September 29, 2020) is committed to achieving a diverse, energized, high-performing workforce. The key to achieving this objective is developing and maintaining effective leaders, 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, reprisal, genetic information, or military service. This policy covers all personnel programs, management practices, and decisions. This includes, but is not limited to, recruitment, hiring, merit promotions, transfers, reassignments, training, career development, benefits, and separations. We strive to provide a work environment free of discrimination and harassment, providing all employees the freedom to compete on a fair and level playing field.

Our mission is to provide opportunities for individuals of all ages and backgrounds to serve their communities and country. We work with national and community nonprofit organizations, faith-based groups, schools, and local agencies to engage individuals in meeting critical needs to support education, disaster services, economic opportunity, healthy futures, veterans and military families, and other causes. Our commitment to diversity, dignity, and equal opportunity is integral to our mission. In order to achieve this, we must promote a climate of mutual respect and appreciation for the strengths that a diverse workforce brings to bear. It is essential that our employees provide work and service environments free from discrimination and harassment.

As the Chief Executive Officer, I am committed to fostering a diverse workplace; a workplace that is free of discrimination or harassment in any form; that is inclusive and fair; and that encourages participation of all employees in every facet of AmeriCorps. I am firmly committed to promoting a climate of mutual respect and appreciation for all AmeriCorps employees.

Every AmeriCorps manager, supervisor, and employee must abide by this policy. Implicit in each employee's successful work performance, and explicit in each supervisor's performance rating, are goals and objectives to support our diverse workforce and civil rights policies and programs to foster an inclusive workplace where diversity and individual differences are valued. 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 our Equal Employment Opportunity Program (EEO).

Discrimination claims should be brought to the attention of the EEO within 45 calendar days of the occurrence to be accepted for investigation in a formal complaint of discrimination. The EEO may be reached at (202) 606-7503 or [eo@cns.gov](mailto:eo@cns.gov). In addition, employees may also consider our Alternate Dispute Resolution (ADR) Program as an informal way to resolve workplace conflicts. If you are interested in learning more about our ADR program, please email [adr@cns.gov](mailto:adr@cns.gov).

A handwritten signature in black ink that reads 'Mal Coles'.

Mal Coles  
Acting Chief Executive Officer  
AmeriCorps