

**Amendment offered by Mr. Jackson of Illinois**

**Amendment description**

The amendment establishes civil rights accountability measures for USDA employees.



**AMENDMENT TO H.R.**  
**OFFERED BY MR. JACKSON OF ILLINOIS**

At the end of title XII, add the following:

1 **SEC. \_\_\_\_ . CIVIL RIGHTS ACCOUNTABILITY FOR USDA EM-**  
2 **PLOYEES.**

3 (a) IN GENERAL.—The Secretary shall ensure that  
4 officials and employees of the Department are held ac-  
5 countable in accordance with subsection (b) if, while in  
6 the course of their employment or in administering a De-  
7 partment program, such officials and employees are found  
8 to have engaged in any discriminatory actions, retaliatory  
9 actions, harassment, civil rights violations, or related mis-  
10 conduct, including any such actions or misconduct involv-  
11 ing any of the following:

12 (1) Failure to provide a receipt for service in  
13 accordance with section 2501A(e) of the Food, Agri-  
14 culture, Conservation or Trade Act of 1990 (7  
15 U.S.C. 2279–1(e)) to any current or prospective ap-  
16 plicants of or participants in Department programs.

17 (2) Providing an inaccurate receipt for service  
18 under such section 2501A(e) to any current or pro-  
19 spective applicants of or participants in Department  
20 programs.

1           (3) Failure to provide appropriate information  
2 regarding relevant programs and services at the De-  
3 partment, when requested by any current or pro-  
4 spective applicants of or participants in Department  
5 programs.

6           (4) Failure to timely process applications or  
7 otherwise delaying program services to any current  
8 or prospective applicants of or participants in, De-  
9 partment programs.

10       (b) TAKING CORRECTIVE ACTION.—The Secretary  
11 shall ensure that appropriate corrective action is taken  
12 with respect to any official or employee of the Department  
13 who has been found to have engaged in any of the actions,  
14 violations, or misconduct referred to in subsection (a)  
15 while in the course of such official's or employee's employ-  
16 ment or in administering a Department program—

17           (1) in any administrative finding by the Depart-  
18 ment, including any final agency decision issued by  
19 the Assistant Secretary of Agriculture for Civil  
20 Rights and any civil rights compliance review or mis-  
21 conduct investigation conducted by the Department;

22           (2) in any administrative or judicial proceeding;

23           (3) in any civil rights settlement;

1 (4) in any audit or investigation conducted by  
2 the Office of the Inspector General of the Depart-  
3 ment; or

4 (5) in any investigation conducted by the Office  
5 of the Special Counsel.

6 (c) CORRECTIVE ACTION DEFINED.—In this section,  
7 the term “corrective action” means any action taken to  
8 respond to any of the actions, violations, or misconduct  
9 referred to in subsection (a) that—

10 (1) would enhance civil rights at the Depart-  
11 ment, including any policy or programmatic changes  
12 to prevent similar misconduct from occurring in the  
13 future; and

14 (2) may include disciplinary actions, includ-  
15 ing—

- 16 (A) removal from Federal service;
- 17 (B) suspension without pay;
- 18 (C) any reduction in grade or pay; and
- 19 (D) letter of reprimand.



