



# CONTINUING EDUCATION PROGRAM FOR NATURAL RESOURCE PROFESSIONALS

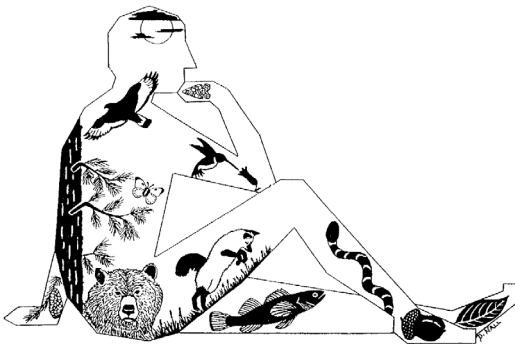
## Fiscal Year 2014

### Schedule of Workshops

October 2013 to September 2014  
USDA Forest Service

"We can't solve problems by using the same kind of thinking we used when we created them."

~ Albert Einstein, Physicist



Sponsored by:  
Watershed, Fish, Wildlife, Air and Rare Plants Staff (FWARP)  
USDA Forest Service 07-23-13 V3



# The Program

*Mission: Serving the People Who Care for the Land*

This continuing education program is sponsored by the USDA Forest Service Watershed, Fish, Wildlife and Air staff (WFWARP). The Continuing Education program (CE-WFWARP) goal is enhancing the productivity and effectiveness of professionals working with management of watershed, terrestrial and aquatic habitats. Though targeted for natural resource professionals, everyone is welcome. Be aware the workshops are presented at a university graduate level.

**The WFWARP Continuing Education program** was initiated in 1987, and is the program described in this brochure. Consisting of graduate-level workshops hosted by universities, agencies and institutions, the workshops increase productivity and effectiveness of experienced natural resource professionals and technicians. The workshops provide knowledge and skills needed to become leaders in integrated resource management. **These workshops are rigorous (e.g., interactive exercises, tests, pre-work and projects) and will require work.** Instructors for each workshop are leaders in their fields and include university professors, experienced natural resource managers, researchers, and public sector.

For a detailed explanation of the Continuing Education WFWARP program and workshops visit our web site ([www.fs.fed.us/biology/education](http://www.fs.fed.us/biology/education)). There are two levels in the program. **Level I** is Technical Leadership aimed at GS 5-9 and those new to their career, but it is not exclusive. **Level II** is Program Leadership consisting of four workshops. You are welcome to repeat any of the workshops over your career, as the content will always be updated.

**Who is eligible?** Eligible candidates include wildlife, fisheries, botany, hydrology, watershed, recreation, timber and other resource professionals with an education in wildlife, fisheries, plant management or related fields and generally 3 years experience in resource management. A few workshops are applicable to technicians. Line officers are encouraged to participate, as are resource specialists from State, Tribal, Federal and other agencies. The 'Leadership & Communications' and 'Plain & Simple! Document Writing' workshops are applicable to everyone.

*Intelligence shows itself not so much in having the right answers  
but in being able to ask the right questions. Anonymous*

## How to Apply

### Forest Service Applicants.

**All Forest Service employees fill out a SF182.** Unit funded individuals can register directly in AgLearn. AgLearn does **not** automatically process payment; participant must submit payment through the normal fiscal processes. Two workshops have selection processes; FS nominees are listed in the fall confirmation letter being selected by the vendor soon after.

**Once confirmed, participants are obligated to pay the tuition.** Confirmation will occur in October via letter or e-mail from the Regional Office. **If a confirmed**

**participant needs to withdraw he/she must immediately contact his/her Regional Coordinator for assistance in finding a substitute. Trying to withdraw from a workshop with only a few weeks notice is difficult and is not recommended.** Every effort will be made to assist participants with their individual needs.

**Tuition.** Workshop tuitions do **not** cover meals, lodging or travel. Limited tuition dollars are available through a few Regional offices during the nomination process. Most tuition dollars are currently allocated to individual Forests. Therefore, responsibility for payment of all costs (e.g., tuition, per diem and travel) rests solely with the nominating unit. If you miss the spring/summer nomination period, contact your Regional Coordinator or National Program Leader for assistance.

**Non-Forest Service Applicants.** Candidates from other countries, agencies, States, Tribes, private industry, or the public interested in enrolling should apply directly to workshop vendors or contact the National Program Leader.  
[www.fs.fed.us/biology/education](http://www.fs.fed.us/biology/education)

**Accessibility.** Contact the vendor upon registration for assistance with any special needs. Providing a quality learning experience is a priority - the sooner the vendor knows of any needs, the better your experience.



Photograph by Randy Roberts USFS Find-A-Photo

Photograph by Sandra Jacobson; EcoHWY 2011



Participants from diverse disciplines, other natural resource agencies, and private organizations are encouraged to apply for these workshops.

**See CE-WFW website for current brochure and information.**

# PROGRAM LEADERSHIP

**Leadership and Communications (LAC)** Objectives: explain, demonstrate, and discuss personal preferences for mentally processing information, making decisions, approaching tasks and interacting with others, demonstrate essential communication skills (e.g., writing/speaking); practice negotiation techniques; discuss models of leadership and management; improve team function and leadership; facilitate and manage meetings; develop a list of actions that will increase personal effectiveness and influence in the organization. Everyone can be a leader, regardless of one's position in the organization, by improving leadership and communication skills.

AgLearn Keywords: 2600 wo leadership communications

**Host:** McMullin Training & Consulting\*

**Dates:** February 25 - March 6, 2014

**Location:** Orlando, FL

**Tuition:** \$1,800

Dr. Steve McMullin, McMullin Training and Consulting,  
6828 Sahalee Circle, Radford, VA 24141  
540-818-1670

smcmulli@verizon.net

\*McMullin Training and Consulting offers related traveling tailored training.

www.mcmullintraining.com

---

**Leadership and Communications: Advanced (LAC/A)** Objectives: develop and improve participants' leadership skills through in-depth exploration of their personality type, the leadership behaviors they exhibit, and personal leadership coaching. Focuses on understanding and developing the most effective personal leadership style for each participant. Increased understanding of self is achieved through use of two instruments: the MBTI Step II instrument and the Leadership Practices Inventory (LPI), a 360-degree assessment tool. The LPI provides participants with a comparison of their self-evaluations and the evaluations of supervisors, peers, and people they supervise regarding leadership behaviors the participants exhibit in five areas. Includes individual, personal consultations between the instructor and each participant designed to ensure maximum benefit in incorporating feedback from the assessment tools into individual development plans.

AgLearn Keywords: wo 2600 leadership communications

**Host:** McMullin Training & Consulting

**Dates:** April 1 - 4, 2014

**Location:** Missoula, MT

**Tuition:** \$1,095

Dr. Steve McMullin, McMullin Training and Consulting,  
6828 Sahalee Circle, Radford, VA 24141  
540-818-1670

smcmulli@verizon.net

www.mcmullintraining.com

## Natural Resource Policy, Values, and Economics (NRPVE)

Objectives: describe factors involved in policy-making and describe basic policy-making models; explain the basic roles of economics in natural resource, ecosystem service, and outdoor recreation management; demonstrate comprehension and appreciation of human value systems underlying policy-making and economics; demonstrate skills in interpreting and applying human dimensions data to natural resource policy and management including National Visitor Use Monitoring (NVUM) recreation visitation, visitor spending and preferences data and Renewable Resources Planning Act (RPA) economic values data. Discussion strongly relates to activities on National Forest System lands via case study and interactive exercises. AgLearn Keywords: wo 2600 policy values economics

**Host: Portland State University**

**Location: Portland, OR**

**Dates: May 2015**

**Tuition: \$1,500**

in partnership with UGA & CSU

Dr. Craig Shinn, Public Administration School of Government, Portland State University, Portland, OR 97207

503-725-8220

shinnc@pdx.edu

**Administrative Contact:** Christine Hanolsy

503-725-5114

hanolsy@pdx.edu

---

**Program Management (PMB)** Objectives: demonstrate skills to effectively develop and implement a Program Plan on participant home units. Participants draft a Program Plan covering goals, objectives, elements, personnel development, budget, marketing, and tiering to Forest Plans. Draft plan handed in at end of workshop. Focus on motivating people to think grammatically. Target audience is journey-level biologists responsible for program development. AgLearn Keywords: wo 2600 program management

**Host: USDA Forest Service**

**Location: TBD**

**Dates: 2015**

**Tuition: \$350**

Shelly Witt  
435-881-4203

switt01@fs.fed.us



# TECHNICAL LEADERSHIP

## Multi-disciplinary

### **Endangered Species Act: A Practical Primer (ESA)**

Objectives: examine policy, legal and administrative aspects of the Endangered Species Act and managing threatened, endangered and sensitive species across landscapes; describe the roles of all the players; and other entities' obligations for consultation and recovery; discuss tools available to implement conservation measures outside of the listing process. The focus of this course is on the ESA, with special attention to section 7 consultation, and related statutes, regulations, and policies/procedures. Important emerging issues such as climate change, and legal and administrative updates are also addressed. Interactive lectures, mixed group roundtable discussions, specific group breakouts, educational field trip, and panel of experts facilitate learning. Designed for decision makers, potential decision makers, biologists and natural resource staff specialists.

AgLearn Keywords: wo 2600 endangered species act

**Host:** Lewis & Clark College

**Location:** Portland, OR

**Dates:** November 4 - 7, 2013 (FY14)

**Tuition:** \$1,095

Janice Weis, J.D., Associate Dean & Director, Environmental & Natural Resource Law Program, Lewis & Clark Law School, Portland, OR

503-768-6649

jweis@lclark.edu

**Administrative Contact:** Linda D'Agostino-Long

503-768-6784

lindad@lclark.edu

---

## **Tools for Evaluating Populations and Habitats (TEPH)**

Objectives: become familiar with current tools for managing and monitoring wildlife populations, specifically occupancy modeling and landscape genetics. The course consists of two introductory webinars, a 4-hour online segment, and 4 days at Northern Arizona University. The webinars will provide a course overview and will introduce management and monitoring situations that could benefit from the use of occupancy modeling and landscape genetics. During the online session, participants will read seminal papers on each of the course topics and will use interactive, learner-centered approaches to test their newly-gained knowledge. The session in Flagstaff will enable participants to focus on each of the tools through a combination of presentations, discussion groups, and hands-on computer exercises.

**Host:** LCI @ NAU

**Location:** Virtual + Flagstaff, AZ

**Online sessions:** between April 21-May 9, 2014

**Tuition:** \$500

**Flagstaff session:** May 13-16, 2014

Dr. Christina Vojta, Landscape Conservation Initiative, Northern Arizona University, Flagstaff, AZ 86011

Christina.vojta@nau.edu



## **Environmental Negotiations (NEG-101)**

Objectives: Participants will develop a greater understanding of negotiation principles and practices leading to greater confidence and more successful negotiation outcomes. This workshop presents basic negotiation concepts (e.g., Fisher and Ury's "Getting to Yes" series) and specific environmental issue applications. Participants will learn simple processes to prepare for negotiations and reinforce skills through practice negotiations of increasing complexity. This course emphasizes using principled (ethical) negotiation approaches to build trust and relationships. The participants are taught to recognize commonly encountered tactics and shown productive responses. Instructors will provide examples of successful negotiations .

AgLearn Keywords: wo 2600 environmental negotiation

**Host:** Nelson Facilitation LLC

**Location:** Sacramento, CA

**Dates:** November 12 - 14, 2013 (FY13)

**Tuition:** \$595

Jim Nelson, Nelson Facilitation LLC, Redding, CA  
530-945-3104

nelsonfacilitation@gmail.com



**Plain & Simple! Document Writing (PSDW)** Objectives: write clear, concise analytical documents readily understood by the average reader; effectively communicate technical and scientific information to a variety of audiences. Participants edit documents with current practices. Designed for natural resource professionals writing letters, analytical documents, NEPA documents, biological assessments/evaluations and other types of documents, but open to everyone. During the workshop participants edit their documents, leaving with improved products. Distance Delivery - details to be announced.

AgLearn Keywords: wo 2600 plain simple writing

**Host:** Environmental Planning & Documentation

**Location:** Webinar

**Dates:** Webinar - October/November 2013 (FY14)

**Tuition:** \$180/person

**[Visit [www.fs.fed.us/biology/education/workshops](http://www.fs.fed.us/biology/education/workshops) for additional webinar dates]**

**Dates:** You pick!

**Location:** Live on-site at your Unit

**Tuition:** \$180/person

Dr. Jud Monroe, Environmental Planning & Documentation, Wakefield, RI  
401-783-7101

jmonroe@pacbell.net

## **Innovative Approaches to Wildlife and Highway Interactions**

(IAWHI) Objectives: explain how highways affect terrestrial wildlife; demonstrate tools to identify and reduce highway-related impacts to wildlife; explain the highway planning process, including large scale connectivity analyses; and develop interdisciplinary networking opportunities. Designed for both resource biologists and engineers, and taught by both. Topics include an overview of wildlife issues relative to pre-existing highways and future highway planning; differences in impacts and solutions between low volume and high volume roads; structural and non-structural solutions to wildlife mortality and habitat connectivity; and an introduction to current resources on wildlife/highway crossings and interactions. FY12 focus is on highway- based mitigation measures and ongoing research of the Highway 89 Stewardship Team.

**AgLearn Keywords:** highway, transportation, wildlife

**Hosts:** USFS and UC-Berkeley

**Location:** Truckee, CA - Sagehen Creek Field Station

**Dates:** August 5 - 9, 2013

**Tuition:** \$1000 includes lodging/food

August 4 - 8, 2014

Sandra Jacobson, USFS, PSW Research Station, Bend, OR

541-678-5240

[sjacobson@fs.fed.us](mailto:sjacobson@fs.fed.us)

Terry Brennan, USFS, Tahoe National Forest, Nevada City, CA

530-478-6180

[tbrennan@fs.fed.us](mailto:tbrennan@fs.fed.us)

---

## **Planning for Environmentally-Sensitive Highway Projects**

(EcoHWYS) Objective: streamline and improve delivery of an environmentally-sensitive highway project with training, mentoring, and developing interagency support early in a highway project planning phase. Cadre assists a unit onsite with lessons learned and potential issues. Instructors are an interdisciplinary team, customized for the project issues (transportation ecology specialists include wildlife, engineering, landscape architecture, soil science, botany/revegetation, and recreation planning). Target audience: interagency, interdisciplinary team and line officers working together on a multi-year highway project development. Topics include agency differences in NEPA, time lines, funding mechanisms, policy, expected issues and mitigation measures. Can customize, including one day of lecture overview and a field trip. **“REQUEST” in AgLearn.**

**AgLearn Keywords:** highway, transportation, wildlife

**Hosts:** USDA Forest Service

**Location:** TBD

**Dates:** On Demand

**Tuition:** ~ \$800\*

Sandra Jacobson, USFS, PSW Research Station, Bend, OR

541-678-5240

[sjacobson@fs.fed.us](mailto:sjacobson@fs.fed.us)

Terry Brennan, USFS, Tahoe National Forest, Nevada City, CA

530-478-6180

[tbrennan@fs.fed.us](mailto:tbrennan@fs.fed.us)

\* negotiated with DOT, FHWA, and local unit



## Terrestrial

### **Foundations of Ecological Monitoring in a Management Context**

(FEMMC) Objectives: equips natural resource managers and program coordinators with the skills to design and implement ecological monitoring programs. The primary emphasis of this course is on design and methodology for monitoring landscapes, communities, and plant and animal populations. Tools placed within the broader management context. The 5-day workshop consists of 3.5 days of in-class instruction (lectures and exercises) and 1.5 days of field application. Includes two - 2.5 hour webinar sessions in May prior to meeting in Asheville.

AgLearn Keywords: wo 2600 monitoring

**Host: Sound Science, LLC**

**Dates: Spring 2015**

**Location: TBD**

**Tuition: \$1,250**

Dr. Robert Unnasch, Sound Science-LLC, Boise, ID

[www.sound-science.org](http://www.sound-science.org)

**Administrative Contact:** Christine Wisnewski

703-531-7359

[christine@sound-science.org](mailto:christine@sound-science.org)

Photograph by A. Madara USFS Find-A-Photo



# Aquatic

## **Water Resource Management for Line and Staff Officers (WRMLO)**

Objective: explain legal and administrative aspects of water resource management; describe the demands, values, tensions and opportunities related to water issues and the management of NFS lands; provide effective leadership of Forest Service water resource issues and activities. Focuses on providing Forest Supervisors, District Rangers, Staff Officers and Program Managers with foundations of law, philosophy and insight to strategically guide water resource and watershed management issues. Interactive lectures, discussions, activities and field trips are used to facilitate learning. Participants are selected by the training cadre to achieve diversity and nation-wide distribution of management experiences.

AgLearn Keywords: wo 2500 watershed management

**Host:** USFS/Applied Freshwater Science Center

**Dates:** Spring 2014

**Location:** Lakewood, CO

**Tuition:** \$500

Cadre Coordinator: Gene Blankenbaker, Forest Supervisor, Tonto National Forest

**Information Contact:** David Levinson

970-295-5986

[dlevinson@fs.fed.us](mailto:dlevinson@fs.fed.us)



USFS Find-A-Photo



## Aquatic Ecosystem Monitoring & Evaluation -Western (NR16)

Objectives: demonstrate skills to effectively monitor and evaluate aquatic/riparian restoration projects; and develop an effective aquatic ecosystem monitoring program. This western workshop focuses on building successful aquatic ecosystem monitoring programs: FS monitoring responsibilities and legal mandate; priority development; introduction to sampling design - basic statistical principles necessary for designing effective aquatic monitoring strategies; monitoring objectives based on management objectives; sampling techniques; field equipment; data analysis - methodologies used for analysis; evaluation, interpreting and reporting monitoring data. Part of the USDA Pacific Northwest Aquatic Training program. Next offered FY16.

AgLearn Keywords: R6 2600 NR16

Eastern version available through Dr. Brett Roper; "Aquatic Monitoring - Eastern"

**Hosts:** USDA Forest Service

**Location:** TBD

**Dates:** June 9 - 13, 2014

**Tuition:** \$800

Deb Konnoff, USFS, PNW Region, Natural Resources, Aquatic Training Program, Portland, OR

[www.fs.fed.us/r6/water/fhr/training](http://www.fs.fed.us/r6/water/fhr/training)

503-808-2676

dkonnoff@fs.fed.us



## Stream & Watershed Restoration Design & Implementation (NR20)

Objective: develop and implement stream and watershed restoration programs at the district level. Restoration in watershed analysis context, and effective stream restoration programs. Topics include: The watershed context for planning stream habitat and watershed restoration projects; identifying existing habitat condition, desired future habitat conditions, and limiting factors; formulating watershed habitat and channel objectives; developing alternative approaches to restoration in an interdisciplinary manner; general overview on designing and implementing restoration projects; required NEPA analysis and documentation; necessary permits; contract preparation and administration; physical and biological monitoring and evaluation; implementing projects through partnerships; how to plan successful projects. Feedback/help on your current watershed restoration projects is available. Part of the USDA Pacific Northwest Aquatic Training program. Next offered FY15. AgLearn Keywords: R6 2600 NR20

**Host:** USDA Forest Service

**Location:** TBD

**Dates:** May 2015

**Tuition:** \$800

Johan Hogervorst, USDA Forest Service, PNW Region, Willamette NF

[www.fs.fed.us/r6/water/fhr/training](http://www.fs.fed.us/r6/water/fhr/training)

541-225-6430

jhogervorst@fs.fed.us

## Designing for Aquatic Organism Passage at Road-Stream Crossings

(AOP) Objectives: demonstrate the stream simulation methodology of collecting and interpreting channel and roadway data at road-stream crossing sites; applying and integrating these data to develop design channels and road-stream crossing structures; effectively constructing stream simulation designs. Focus is on the USDA Forest Service stream simulation method, an ecosystem-based approach for designing and constructing road-stream crossings that provide unimpeded fish and other aquatic organism passage through the structure. Stream simulation integrates fluvial geomorphology concepts and methods with engineering principles to design a road-stream crossing that contains a natural and dynamic channel through the structure, restoring ecological processes and connectivity along the stream corridor. **“REQUEST” in AgLearn or \*\*contact the vendor.**

**Target audience:** engineers, hydrologists, biologists, geologists, etc. actively involved in designing road-stream crossing structures.

AgLearn Keywords: fs wo 2500 aquatic organism passage road crossings

**Host:** USFS/Applied Freshwater Science Center

**Locations:** TBD

**Dates:** TBD

**Tuition:** \*\$1,200

Dr. Dan Cenderelli, Fluvial Geomorphology/Hydrology, USDA Forest Service, Stream Systems Technology Center, 2150 Centre Ave., Bldg. A, Suite 368, Fort Collins, CO 80526

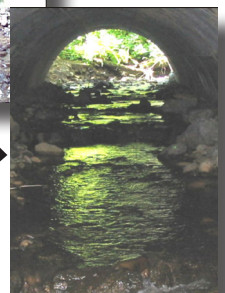
970-295-5984

[dcenderelli@fs.fed.us](mailto:dcenderelli@fs.fed.us)

**\*\*Coordinate through your Region Fish Biologist, Engineer or Hydrologist.**

**\*Tuition may be reduced pending funding sources.**

USFS: AOP - restoration of unimpeded aquatic organism passage



## WORKSHOPS ON DEMAND

Host a workshop at your home unit or webinar. Prices vary by workshop, facilities, location and desired complexity. Hosting units assist with facility coordination. Special requests are welcome. Contact Shelly Witt (CE-WFWARP) or the listed contact to find out more about the workshops.

- **Data Analysis using Excel™** - Objectives: design Pivot Tables; use ANOVA and Regression Analysis; interpret data.
- **Technical & Scientific Writing** - Objectives: analyze data; write professional quality technical documents and scientific articles to be disseminated broadly to the public.
- **Sampling Amphibians** - Objective: explain and demonstrate sampling methods for a variety of amphibians and associated habitats.
- **Aquatic Monitoring** - Eastern: Twin to NR16.  
See NR16 description/objectives and perspective.
- **Advanced Concepts in Aquatic Ecosystem Analysis (ACAEA)** - Objectives: explain and discuss the aquatic biologist's role in the watershed/ecosystem analysis process; apply specific analysis methods relating to current issues. Available through 'Live Meeting'.

**Contact: Dr. Brett Roper**

435-755-3566

broper@fs.fed.us

---

### • **Understanding Yourself and Working with Others**

One- or Two-day Workshops. Myers-Briggs psychological type provides an excellent framework to help teams function more effectively. Understanding differences in how people prefer to interact with others, process information, make decisions and approach tasks, as assessed by the Myers-Briggs instrument, can be especially helpful to teams that have experienced personnel changes. This workshop helps members of leadership teams, ID teams, or other teams gain better understanding of how they can work together more effectively. The one-day workshop is appropriate for smaller teams (10 or fewer people), while the 2-day workshop allows more time to address individual differences for larger teams. Contact Dr. Steve McMullin for additional information.

**Contact: Dr. Steve McMullin**

540-818-1670

www.mcmullintraining.com

smcmulli@verizon.net

## **USDA Forest Service**

### **National Continuing Education/WFWARP**

**Program Leader -- Shelly Witt**

435-881-4203

switt01@fs.fed.us

**[www.fs.fed.us/biology/education](http://www.fs.fed.us/biology/education)**

### **Regional Continuing Education Coordinators**

#### **Jolyn Ortega**

Region 1

406-329-3629

jortega@fs.fed.us

#### **Bill Janowsky**

Region 2

303-275-5337

bjanowsky@fs.fed.us

#### **Ernie Taylor**

Region 3

505-842-3267

ewtaylor@fs.fed.us

#### **Dana Hoskins**

Region 4

801-625-5156

dhoskins@fs.fed.us

#### **Jeff TenPas**

Region 5

707-562-8955

jtenpas@fs.fed.us

#### **Robert Alvarado**

Region 6

503-808-2901

ralvarado@fs.fed.us

#### **Deb Konnoff**

Region 6

503-808-2676

dkonnoff@fs.fed.us

#### **Leigh McDougal**

Region 8

404-347-4082

lmcdougal@fs.fed.us

#### **John Curnutt**

Region 9

414-297-4149

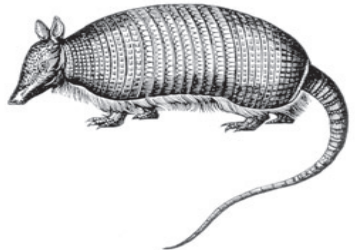
jcurnutt@fs.fed.us

#### **Don Martin**

Region 10

907-586-8712

dmartin@fs.fed.us





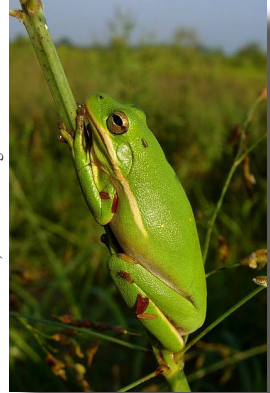
## WEBSITE & ONLINE TRAINING

Visit our web site ([www.fs.fed.us/biology/education](http://www.fs.fed.us/biology/education)) for detailed workshop information (e.g., agendas, readings, travel). Other information relevant to natural resource professionals is available.

USDA employees can register through AgLearn:  
[www.aglearn.usda.gov](http://www.aglearn.usda.gov)

Register for (or Request) workshops in AgLearn.

Photograph by David Arbour  
USFS Find-A-Photo; Green Treefrog



## OTHER TRAINING OPPORTUNITIES:

USFS Minerals & Geology:  
[www.fs.fed.us/geology/mgm%20staff.html](http://www.fs.fed.us/geology/mgm%20staff.html)

The Natural Resource Distance Learning Consortium:  
[www.nrdlc.org](http://www.nrdlc.org)

USFS GSTC: Live and online (“e”) Training - Intranet

For other agency and university training opportunities visit [www.fs.fed.us/biology/education](http://www.fs.fed.us/biology/education) and select the ‘Resource Center’ or ‘Other Training’ link. The BLM, FWS, NOAA, and NPS all offer training.

US Department of Interior registration web site:  
<https://doilearn.doi.gov>



The United States 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 part of an individual's income is derived from an public assistance program. (Not all prohibited bases apply to all programs.) Persons with disabilities who required alternative means for communication of program information (Braille, large print, audio tape, etc.) should contact the USDA's TARGET Center at (202)720-2600 (voice and TDD).

To file a complaint of discrimination, write USDA, Director, Office of Civil Rights, 1400 Independence Avenue, SW, Washington, DC 20250-9410 or call (800) 795-3272 or (202) 720-6383 (TDD).

USDA is an equal opportunity provider and employer.

Printed on Recycled Paper

