



# UNIVERSITY OF MARYLAND

COLLEGE OF AGRICULTURE AND NATURAL RESOURCES  
*Office of the Dean and Director*  
*Agricultural Experiment Station*  
*University of Maryland Extension*

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To: All Employees, College of Agriculture and Natural Resources (AGNR)  
Subject: AGNR's Position Statement: Equal Opportunity, Affirmative Action, and Program Access  
Date: April 26, 2023

Dear Colleagues,

The College of Agriculture and Natural Resources as a Preeminent Public Research institution of advance learning, and a designated 1862 Land-Grant under the authority of the United States Department of Agriculture (USDA), is required to adhere to all applicable Federal Civil Rights laws, regulations, and rules in addition to policies, and directives issued by the University of Maryland (UMD). It is the position of AGNR, as a recipient of Federal financial assistance, to take every effort to ensure program participants, beneficiaries, and sub-recipients have meaningful access to our programs and services. Any solicitations or advertisements conducted by or on behalf of AGNR, must notify all potential and eligible participants of our commitment to equal opportunity and access in our employment or educational programs, and extend full consideration to all individuals, including those identified as Limited English Proficient Persons (LEP).

Under the umbrella of the university, such affirmative actions will also extend to all program beneficiaries, applicants<sup>1</sup>, and employees of our services to ensure all individuals are treated fairly without regards to race, color, sex, gender identity or expression, sexual orientation, marital status, age, national origin, political affiliation, physical or mental disability, religion, protected veteran status, genetic information, personal appearance, or any other legally protected class<sup>2</sup>. Such actions shall include an individual's employment status, but not limited to, promotions, demotions, transfers, terminations, layoffs, recruitments, advertisements, trainings, selections, pay, and all other forms of compensation. Affirmative strides will also be required of all AGNR vacant positions to promote equal access. As appropriate, positions will be posted internally and/or externally, and the noted solicitation(s) will also have an Equity Charge to align with our Federal mandates as a recipient of financial assistance and Federal contractor obligations.

AGNR as an entity, and its employees have an obligation to deliver the objectives of equal opportunity and diversity and inclusion in any educational program or employment practice. As we continue to expand our mission and define the agriculture cultivation of the state of Maryland, a critical and integral part of such facilitation is derived from the influential changes of the economy, the demographics of the community we serve, and the work environment we foster. I am personally committed to embracing belonging and respect. I ask the same level of inclusion and dedication of each of you, as we continue to shape our existence as champions of equality. *Equal Opportunity*, *Respectful Workplaces*, and *Program Access* are essential and instrumental in creating a culture of excellence; which we will continue to infuse and foster as AGNR's business and educational model.

Sincerely,

A handwritten signature in black ink that reads "Craig Beyroudy".

Craig Beyroudy, Dean and Director, College of Agriculture and Natural Resources

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<sup>1</sup> University of Maryland Equal Opportunity and Affirmative Action Statement of Policy (VI -1.00 [A]).

<sup>2</sup> University of Maryland Non-Discrimination Policy and Procedures (VI-1.00 [B]).