

SAN FRANCISCO DISTRICT MANAGER



REISSUANCE

April 19, 2010

ALL EMPLOYEES
SAN FRANCISCO DISTRICT

SUBJECT: San Francisco District Policy on Diversity

It is the policy of the U.S. Postal Service to value and manage the diversity of our employees, the customers we serve, and the suppliers we do business with so that we might achieve a competitive advantage in the global marketplace.

Diversity in the Postal Service means that we will build an inclusive environment that respects the uniqueness of **every** individual and encourages the contributions of people from different backgrounds, experiences, and perspectives.

Diversity is key to our corporate success because it affects every aspect of the organization – employees, customers, and the business. Our investment in a strong diversity program creates a positive work environment that recognizes the contributions of all our employees and it provides us with a strategic advantage.

The Postal Service will focus on diversity in the recruitment, development, and retention of employees. When developing succession plans and making promotions, the Postal Service will strongly support diversity, thereby creating an even playing field for all employees.

All employees share the responsibility for achieving diversity goals. For diversity to be successfully integrated into the Postal Service, diversity initiatives must continue to be guided by leadership's full commitment. All executives, postmasters, managers, and supervisors are responsible and accountable for managing and integrating diversity into business management processes.

To build mutual respect into all of our relationships, employees at all levels must value the differences and cultures of others. This will require mutual adjustment and understanding. These actions are critical to diversity becoming an integral part of the organization; not only do they benefit each employee, they also enhance our standing in the national and global marketplaces.