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National Oceanic and Atmospheric Administration Policy Statement on Non-Discrimination and Equal Employment Opportunity (EEO)

The National Oceanic and Atmospheric Administration (NOAA) reaffirms its commitment to provide a workplace that is free of discrimination. We continue to take a comprehensive approach to managing diversity by practicing equal employment and engaging in affirmative efforts to create and maintain an environment that supports and encourages the contributions of all employees.

The success of our Agency requires the steadfast support and commitment of every employee. We cannot accomplish our vital mission without the talent, dedication, and skills of all employees. As such, NOAA will not tolerate discrimination based on race, color, religion, sex (including sexual harassment and pregnancy discrimination), sexual orientation, gender identity, national origin, age (40 years of age and over), genetic information or disability (physical or mental), including the provisions of reasonable accommodations on the basis of disability to qualified applicants and employees. Retaliation against those who initiate discrimination complaints, serve as witnesses or otherwise oppose discrimination and harassment is strictly prohibited. NOAA's policy is to ensure that EEO covers all personnel/employment programs, management practices, and decisions.

The NOAA Civil Rights Office (CRO) is charged with the vital mission of ensuring adherence to Federal civil rights laws and regulations in all aspects of employment. Employees and applicants for employment who believe they have been discriminated against and wish to initiate an EEO complaint must contact NOAA's CRO within 45-days of the date of the matter alleged to be discriminatory or, in the case of personnel action, within 45-days of the effective date of the action. For information on the EEO complaint process call 1-800-452-6728 or visit www.eeo.noaa.gov.

I strongly support civil rights, EEO and Alternative Dispute Resolution initiatives. The diversity of our workforce enriches the workplace and our community. I urge each manager, supervisor and employee to embrace and develop a workforce within NOAA that reflects the diversity of the Nation we serve. All of us share in the responsibility for creating and maintaining a workplace free of discrimination, harassment, and reprisal.

We must foster an inclusive environment in which every employee is respected and valued. Let us continue to cultivate and reap the benefits of a diverse workforce that is rich in talent, ideas, background, and experience.

Sincerely

Kathryn D. Sullivan, Ph.D.

Acting Under Secretary of Commerce

for Oceans and Atmosphere