National Aeronautics and
Space Administration

John C. Stennis Space Center
Stennis Space Center, MS 39529-6000

June 30, 2016

Reply to Attn of: **Office of the Director**

TO: NASA/SSC Employees

FROM: Director

SUBJECT: Anti-Harassment Policy Statement

As your Center Director, I am committed to maintaining an environment free from harassment and to preventing harassing conduct as early as possible. Harassment of any kind is prohibited and will not be tolerated. I expect each of you to actively support and adhere to this policy.

Harassment is defined by NASA as any unwelcome verbal or physical conduct based on an individual's race, color, national origin, sex (including pregnancy, sexual harassment, sex stereotyping, sexual orientation, gender identity, or caregiving responsibilities), religion, age, disability (physical or mental), genetic information (including family medical history), or retaliation, when: (1) the behavior can reasonably be considered to adversely affect the work environment or (2) an employment decision affecting the employee is based upon the employee's acceptance or rejection of such conduct.

Employees should report any form of harassment immediately to their manager or supervisor, the Office of Diversity and Equal Opportunity, or to Tim Pierce, the Center Anti-Harassment Coordinator. All complaints or allegations of sexual or non-sexual harassment will be investigated immediately and appropriate corrective or disciplinary action taken. Any manager or supervisor who tolerates harassing behavior, or who fails to take appropriate action in a timely manner to end such behavior, will be subject to disciplinary action.

This policy is separate from the Equal Employment Opportunity (EEO) complaint process. To initiate the EEO complaint process, employees must contact Brian Hey, EO Specialist at 688-1249 or brian.m.hey@nasa.gov, within 45 days of the alleged harassment. Additional information on NASA's Anti-Harassment Policies and Procedures can be found on the Stennis Office of Diversity and Equal Opportunity webpage: http://www.nasa.gov/centers/stennis/about/organization/odeo.

R. Gilbrech

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