



NASA Stennis Workplace Dispute Options

Workplace grievances, misunderstandings, concerns, and/or complaints may arise in the workplace. Employees may pursue resolution if there is a belief he/she has not been treated reasonably and fairly. Resolution may be sought through one of the following options listed below:

Equal Employment Opportunity (EEO) Complaints Process

The SSC EEO Complaints Process can be used to address allegations of discrimination based on race, color, religion, sex (including sexual harassment), national origin, disability, age, sexual orientation, genetic information or retaliation for prior EEO activity. If you believe you may have experienced discrimination, please contact the Office of Diversity and Equal Opportunity (ODEO) within 45 days of the alleged discriminatory action. For additional information, contact Brian Hey, ODEO Complaints Manager (228) 688-1249.

Conflict Management Program (CMP)

CMP is designed to help organizations maintain open and effective lines of communication needed to optimize mission success at all levels. More specifically, CMP provides managers and employees with conflict management tools and techniques to explore the sources of conflict and to create an environment in which effective methods of communication and engagement are consistently utilized. This enables both individuals and organizations to respond more constructively to workplace conflict when it arises, as it inevitably does.

CMP is a multifaceted program of needs assessment, education, awareness, consultation, and training designed to provide managers, supervisors, and employees with effective tools and strategies to resolve workplace conflicts at the earliest possible stage. CMP provides a suite of training and consultative opportunities, both classroom-based and online. For additional information on CMP training, contact Brian Hey (228) 688-1249.

NASA Grievance System

The NASA Grievance System may be used to address any issue of employee concern or dissatisfaction in which resolution is possible and which is under the control of NASA management. There are limited exceptions described within the procedure. If you have questions about the grievance process, contact the Office of Human Capital (228) 688-2337.



NASA Stennis Workplace Dispute Options

Ombuds

The NASA Ombuds Program works as an informal, independent, confidential and neutral means of communicating and facilitating the resolution of safety, organizational performance, and mission related issues without fear of retaliation. At SSC, the Ombuds listens to an employee's issues, explores options, and weighs the pros and cons of various options for resolution. The Ombuds helps the employee to determine the focus of their concern and prepares the individual to communicate effectively regarding his/her issue. The Ombuds also follows up to make sure appropriate action is taken. The program is available for both civil servants and contractors. Should you have questions, contact Karen Vander (228) 688-3054.

Anti-Harassment Program

NASA policy defines harassment/harassing conduct as any unwelcome conduct, verbal or physical, based on an individual's race, color, gender, national origin, religion, age, disability, genetic information, sexual orientation, status as a parent, gender identity, or retaliation for making reports or allegations of harassment or providing information related to such allegations 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 who believe they have been the subject of an incident of harassing conduct in violation of the NASA Policy Statement on Anti-Harassment must report the matter immediately to their supervisor or to the Center Anti-Harassment Coordinator, Tim Pierce (228) 688-1630.

Employee Assistance Program (EAP)

The EAP offers confidential evaluation, counseling, education, and referral services to SSC civil servants, on-site contractors and their families. These services are free of charge. The objective of the EAP is to provide assistance to those who are experiencing personal problems that they or their supervisors feel is affecting job performance or productivity. These problems may range from depression, anxiety, job stress, family/marital discord, and other emotional issues to alcohol abuse or other chemical dependencies. Appointments may be scheduled by contacting Porter Pryor (228) 688-3005.



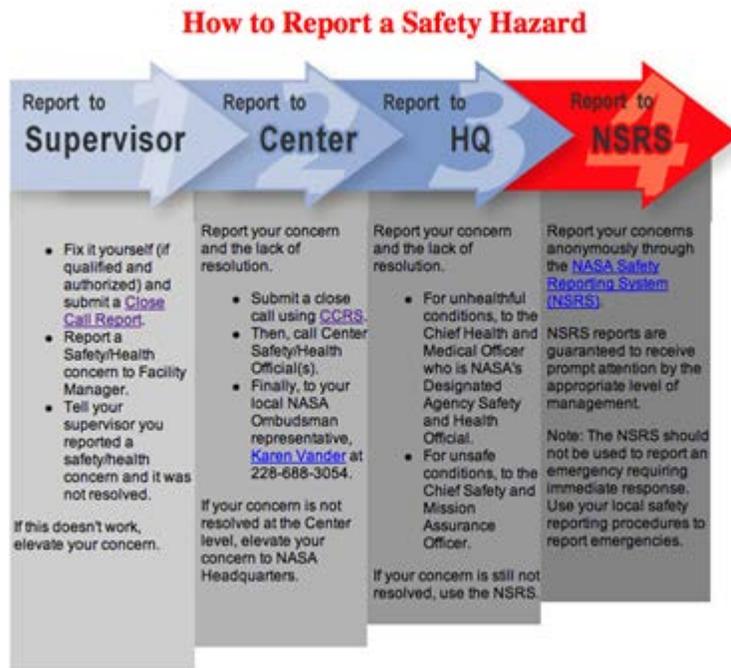
NASA Stennis Workplace Dispute Options

NASA OFFICE of Inspector General (OIG)

NASA and NASA contractor employees are encouraged to alert the OIG to crime, fraud, waste, and mismanagement in NASA's programs. The OIG Hotline offers a confidential means for reporting this important information. The OIG may be contacted at (202) 358-1220 or at (800) 424-9183. The OIG also has a Whistleblower Protection Ombudsman for allegations of retaliation against employees who "blow the whistle".

Safety and Mission Assurance

Safety at SSC is everyone's responsibility. When you suspect or see an unsafe or unhealthy condition or hazard in your workspace, communicate your concern and try to resolve the problem.



Additional Safety Information
<http://osma.ssc.nasa.gov/>

Protective Services

The SSC Office of Protective Services (OPS) provides for the protection of Center personnel, information, property, and operations, and maximizes security conditions for an environment that is conducive to achieving each resident organization's mission. For emergencies, dial 911 from any on site phone for the OPS dispatch or (228) 688-3636 from a mobile phone.