

**National Aeronautics and Space Administration  
Policy Statement on Equal Employment Opportunity**


At the National Aeronautics and Space Administration (NASA), we are fully committed to Equal Employment Opportunity (EEO) for all personnel and applicants because we understand a merit-based workforce and work environment provide NASA with the exceptionally talented and high-performing personnel we need to best achieve our mission to explore, discover, and expand knowledge on aeronautics, space, science, and technology for the benefit of all human beings. We share a collective responsibility to cultivate and maintain a climate of fairness, accessibility, and protection from discrimination and retaliation.

Consequently, NASA strictly prohibits discrimination based on race, color, religion, national origin, sex, gender identity, sexual orientation, pregnancy, status as a parent, marital status, age, disability (physical or mental), family medical history or genetic information, political affiliation, military service, or any other nonmerit-based factor. These protections extend to all employment policies, practices, and actions, including but not limited to: recruitment and hiring; job assignments; performance management; rewards; promotions; training and development; reassignments; discipline; and removals.

Additionally, NASA is committed to ensuring an environment where employees are fully empowered to raise concerns about employment discrimination and to participate in the Agency's EEO process. Accordingly, NASA strictly prohibits retaliation against employees for opposing employment discrimination or participating in the EEO complaint process. NASA also strictly prohibits any personnel from interfering with the EEO process or behaving in a manner that would reasonably have the effect of interfering with another individual's participation in the EEO process.

Any employee or applicant for employment who believes he or she has been subjected to discrimination, harassment, or retaliation should contact a NASA Center Office of Diversity and Equal Opportunity (ODEO) within 45 days of the alleged harm. Employees are also encouraged to use NASA's Alternative Dispute Resolution (ADR) process as a valuable tool to resolve EEO complaints in a prompt and effective manner. To learn more about the EEO Complaints and ADR processes, please visit the EEO complaints Web page located on the NASA Agency-level ODEO Web page at <https://www.nasa.gov/offices/odeo/home>.

I consider NASA's commitment to EEO a personal responsibility of every member of our workforce, and I expect everyone – particularly our executives, managers, and supervisors – to model and apply our policies, principles, and conduct to reinforce EEO. This is critical for us to provide the best work environment for our excellent workforce so we can achieve the greatest mission success.

  
James F. Bridenstine  
Administrator

March 4, 2020

Date