



National Aeronautics and Space Administration
Policy Statement on Diversity, Equity, Inclusion, and Accessibility
for NASA’s Workforce and Workplaces

The National Aeronautics and Space Administration (NASA) is fully committed to Diversity, Equity, Inclusion, and Accessibility (DEIA) for our entire workforce and all our workplaces. This means our Agency will continually prioritize the following: reinforcing a culture in which our employees feel they can be authentic, welcomed, respected, included, and engaged; maintaining an environment where our employees consistently and systematically receive fair, just, and impartial treatment; and ensuring our employees can fully and independently access facilities, information and communication technology, programs, and services.

At NASA, we fully understand the critical importance and value of DEIA for our entire workforce. DEIA enables us to recruit and engage the best talent from the full spectrum of our society – with a variety of valuable skills, capabilities, perspectives, thinking, culture, and backgrounds. This strategically enables us to achieve superior performance, problem-solving, innovation, safety, and public service. Our astronauts have taught us about the “Overview Effect” – a cognitive shift in awareness achieved through a transcendent perspective in space – which helps us understand that all human beings are connected by the commonality of our existence and our interdependencies on a small and fragile planet; therefore, the success and wellness of our species and planet depend on the equity, inclusion, and access accorded to the full diversity of all people on our Earth. Our Agency’s history and missions reflect our commitment to DEIA, as we have regularly worked inclusively, equitably, and accessibly with a wide diversity of countries and sectors to accomplish higher and common purposes, including: our past Apollo and Shuttle-Mir programs, the International Space Station, our current Artemis program, our hypersonic and electric aeronautics efforts, and our partnerships in science and technology. NASA continues to prioritize DEIA, including by adding “Inclusion” as an Agency core value, naming our Headquarters building after Mary W. Jackson, implementing a Unity Campaign, and renewing our engagement with Employee Resource Groups.

Diversity and Inclusion

NASA is entirely committed to the full participation and empowerment of a wide variety of people, organizations, capabilities, and assets because we know this best enables us to access everyone and everything we need to best accomplish our missions. We define diversity broadly as “the entire universe of differences and similarities.” Additionally,

we define inclusion as “the full participation, belonging, and contribution of organizations and individuals.”

Our definitions of diversity and inclusion apply to and embrace the full variety of environmental, organizational, and individual dynamics and characteristics – including the commonalities that connect organizations and individuals, as well as the different cultures, histories, traits, skills, knowledge, capabilities, and thinking of organizations and individuals that are so unique and vital for our mission success. Our definition of diversity specifically encompasses the full variety of communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of all people, including those from underserved communities (i.e., populations and geographic communities, sharing a particular characteristic, that have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life). Our definition of inclusion also specifically involves the recognition, appreciation, and use of the talents and skills of employees of all backgrounds.

NASA is proud to be a leader in diversity and inclusion, having been ranked the “Best Place to Work in the Federal Government” among large Federal agencies for nine consecutive years, based on data from the U.S. Office of Personnel Management’s (OPM) Federal Employee Viewpoint Survey (FEVS). NASA has also been ranked first in OPM’s FEVS-based Inclusion Index for the past seven consecutive years.

Equity

NASA is also fully committed to equity for all employees and in all our workplaces. We define equity as “the consistent and systematic provision of fair, just, and impartial treatment to all individuals, including individuals who belong to underserved communities that have been denied such treatment.”

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 non-merit-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 Equal Employment Opportunity (EEO) process. Accordingly, NASA strictly prohibits retaliation against employees for raising allegations of employment discrimination, 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.

Furthermore, NASA is fully committed to assuring the safety and effectiveness of our workforce and our missions. Consequently, NASA strictly prohibits harassment and is fully committed to providing a safe and harassment-free work environment. We define harassment as any “conduct that is unwelcome, verbal or physical, regardless of whether it is based on an individual’s race, color, sex (sexual orientation, pregnancy, and gender identity), national origin, religion, age, disability, status as a parent, genetic information, or retaliation, when: (a) the behavior can reasonably be considered to adversely affect the work environment, or (b) an employment decision affecting the employee is based upon the employee’s acceptance or rejection of such conduct.” Examples of such conduct include, but are not limited to, offensive jokes, slurs, name calling, physical threats, intimidation, and insults.

NASA encourages all employees to report and help prevent workplace harassment, and NASA strictly prohibits retaliation for raising allegations of harassment, opposing harassment, or participating in a process to gather information and respond to allegations of harassment. The Agency’s Anti-Harassment Program provides for prompt, thorough, and impartial investigations of harassment allegations, initiating such investigations within ten calendar days of receipt of the allegation. Individuals reporting harassment are assured that NASA will protect the confidentiality of harassment complaints to the fullest extent possible. The Agency will take immediate and appropriate corrective action in situations involving harassment (e.g., issuing a decision within 60 days of an allegation) and proactively in other situations to reasonably prevent harassment from occurring.

NASA employees have multiple avenues to report alleged harassment, including but not limited to: any NASA supervisor; an Anti-Harassment Coordinator at Headquarters or one of the NASA Centers; the Office of Diversity and Equal Opportunity; and the Office of the Chief Human Capital Officer. All employees should visit and review the anti-harassment resources and information available on the [NASA Anti-Harassment Program webpage](#), including NASA’s Anti-Harassment Procedures ([NPR 3713.3A](#)), the Anti-Harassment [Implementation Guide](#), and the Center Anti-Harassment Coordinators [listing](#).

Moreover, any employee or applicant for employment who believes they have been subjected to employment discrimination, harassment, or retaliation should contact NASA’s Office of Diversity and Equal Opportunity ([ODEO](#)) within 45 days of the alleged harm to avail themselves of NASA’s EEO complaints process. 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. All employees are encouraged to visit the [EEO complaints process webpage](#), located on the NASA [ODEO webpage](#), to learn more about the EEO complaints and ADR processes.

Together, we can ensure that all NASA personnel can contribute to the success of our mission in an equitable environment. Discrimination, harassment, and retaliation compromise the safety and effectiveness of our workforce and missions; therefore, they have no place at NASA.

Accessibility

Additionally, NASA is fully committed to ensuring all individuals have appropriate accessibility to our work and to our workplaces. We define accessibility as “the capability for full and independent use by all people, including people with disabilities, of technology, programs, and services through inclusive design, construction, development, and maintenance of facilities.” Our definition specifically encompasses the provision of reasonable accommodations, equal employment opportunity, and inclusive participation for people with disabilities. By ensuring all individuals (e.g., employees, applicants, and visitors) have accessibility to and at NASA, we best assure that all individuals have equitable opportunities to participate and contribute, and this will enable our best mission success with the best service to the public.

All NASA employees are encouraged to familiarize themselves with NASA’s policies, procedures, and other resources on reasonable accommodation and accessibility to information and communication technology, including: NASA’s Policy Directive on Provision of Reasonable Accommodation for Individuals with Disabilities ([NPD 3713.8B](#)); NASA’s Reasonable Accommodations Procedures ([NPR 3713.1C](#)); and NASA’s [webpage](#) on Section 508 of the 1973 Rehabilitation Act.

Again, any employee or applicant for employment who believes they have been subjected to discrimination (including, e.g., denial of reasonable accommodation or other employment discrimination based upon disability) should contact NASA’s Office of Diversity and Equal Opportunity ([ODEO](#)) within 45 days of the alleged harm to avail themselves of NASA’s EEO complaints process.

Summary

At NASA, we fully embrace DEIA as a strategic enabler of our safety and mission assurance. Our commonalities unite us as a team, and our differences strengthen our capabilities, including our talent, skills, knowledge, experience, innovation, perspectives, and ideas that optimize performance and mitigate groupthink, optimism and confirmation bias, complacency, normalization of deviance, and risk.

I call upon all NASA executives, managers, supervisors, and other employees to fully support DEIA for our workforce and workplaces, and this includes our policies, programs, culture, facilities, technology, and all missions and operations. This will enable all NASA organizations and individuals to maintain a transcendent focus on our common goals and to reinforce our connections – empowering us to work together as a team to best achieve our missions for the benefit of all human beings.



Bill Nelson

9/28/2021

Date