



## **National Aeronautics and Space Administration Policy Statement on Anti-Harassment**

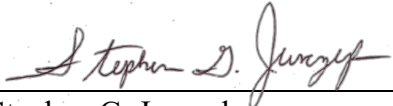
At the National Aeronautics and Space Administration (NASA) we are fully committed to assuring the safety and effectiveness of our workforce and our missions. Consequently, NASA strictly prohibits harassment and is fully committed to providing a safe and harassment-free work environment.

The Agency defines harassment as any “[c]onduct that is unwelcome, verbal or physical, regardless of whether it is based on an individual’s race, color, gender, national origin, religion, age, disability, sexual orientation, status as a parent, genetic information, gender identity, 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.”

NASA encourages all employees to report and help prevent workplace harassment, and NASA strictly prohibits retaliation for raising allegations of harassment or providing information related to such allegations. The Agency’s Anti-Harassment Program provides for prompt, thorough, and impartial investigations of harassment complaints, and 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 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 Chief Human Capital Officer. To learn more about NASA’s Anti-Harassment Program, as well as Policy and Procedures, please visit the [NASA Anti-Harassment Web page](#) and review the [NASA Anti-Harassment Policy and Procedures Implementation Guide](#). To find an Anti-Harassment Coordinator at your Center, visit the [Center Anti-Harassment Coordinators Web page](#).

Together, we can ensure that all NASA personnel have the opportunity to contribute to the success of our mission in an environment free of harassment. Harassment compromises the safety of our workforce and prevents our personnel from fully contributing to our missions; therefore, it has no place at NASA.

  
\_\_\_\_\_  
Stephen G. Jurczyk  
Administrator (Acting)

02/25/2021  
Date