



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

NASA is fully committed to Diversity, Equity, Inclusion, and Accessibility (DEIA) within our workforce and throughout our workplaces. NASA is dedicated to promoting an environment where employees receive fair and just treatment, fostering a respectful and inclusive culture for all, and ensuring employees can fully and independently access facilities, information and communication technology, programs, and services.

Respect for humanity is central to NASA's vision, mission, and core values. Discrimination, harassment, retaliation, and barriers to inclusion and accessibility compromise our workforce and our operations – and have no place at NASA. The full participation of a wide variety of people, organizations, capabilities, and assets enables us to accomplish our missions. Ensuring that all employees feel respected, safe, and empowered to contribute is how we recruit and engage the best talent in the world and achieve greater innovation and deeper discoveries.

I. Diversity, Equity, Inclusion, and Accessibility (DEIA) Defined

We define **diversity** as “the entire universe of differences and similarities.” This definition specifically encompasses the full variety of communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of all people. It includes individuals from underserved communities, meaning populations and geographic communities that share a particular characteristic and have been denied a full opportunity to participate in aspects of economic, social, and civic life.

We define **equity** as “the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment.” NASA is committed to advancing societal equity and removing barriers for the underserved and underrepresented within the Agency and throughout the world.

We define **inclusion** as “the full participation, belonging, and contribution of organizations and individuals.” This definition of inclusion specifically involves the recognition, appreciation, and use of the talents and skills of employees of all backgrounds to identify and incorporate distinct viewpoints and gaps that will enable mission success.

We define **accessibility** as “the design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including

people with disabilities, can fully and independently use them.” Our definition specifically includes the provision of reasonable accommodations, equal employment opportunity, and inclusive participation for people with disabilities. By ensuring all individuals have accessibility to and at NASA, we best serve the public and ensure everyone has equitable opportunities to contribute to our mission success.

## II. Anti-Discrimination and Equal Employment Opportunity Process

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 factor that is not based on merit. 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.

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. 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 interference with the EEO process or behavior 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 they have been subjected to employment discrimination, harassment, or retaliation may contact NASA’s Office of Diversity and Equal Opportunity ([ODEO](#)). Contact must occur within 45 days of the alleged harm to ensure timeliness through the Agency’s EEO complaints process.

Employees are also encouraged to use NASA’s Alternative Dispute Resolution (ADR) process 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.

## III. Anti-Harassment Program

NASA strictly prohibits harassment and is fully committed to providing a safe and congenial 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, verbal and physical threats, intimidation, retaliation, and insults.

NASA's Anti-Harassment Program is committed to implementing proactive measures to reasonably prevent harassment from occurring, thorough and impartial fact-finding within ten calendar days of receiving a harassment allegation, issuing decisions within 60 days of receipt, and applying appropriate corrective action in situations involving harassment. Confidentiality of individuals raising harassment allegations is protected to the fullest extent possible.

NASA employees have multiple avenues to report alleged harassment, including any NASA supervisor, an Anti-Harassment Coordinator at Headquarters, or one of the NASA Centers (contact information available on the Center Anti-Harassment Coordinators [listing](#)). NASA encourages all employees to report and help prevent workplace harassment, and strictly prohibits retaliation for opposing harassment, raising allegations of harassment, or participating in a process to gather information and respond to allegations of harassment.

#### IV. Reasonable Accommodation

All NASA employees are encouraged to familiarize themselves with NASA's policies, procedures, and 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 Rehabilitation Act of 1973.

Any employee or applicant for employment who believes they have been subjected to discrimination, including denial of reasonable accommodation or other employment discrimination based upon disability, may contact NASA's [ODEO](#) and must initiate this contact within 45 days of the alleged harm to timely proceed in NASA's EEO complaints process.

#### V. Action

At NASA, we fully embrace DEIA as an essential element of mission success. Our differences create a solid foundation of varied talents, knowledge, perspectives, and experiences that help us reduce risk and ensure achievement, and we are united by NASA's common purpose: to pioneer the future in space exploration, scientific discovery, and aeronautics research. I call upon our entire NASA family to commit to the principles of DEIA in all we do, to better meet our shared mission: exploring the unknown in air and space, innovating for the benefit of humanity, and inspiring the world through discovery.



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Bill Nelson

6/16/2023

Date