



EMPLOYMENT DISCRIMINATION WHAT TO DO AT Johnson Space Center

It is NASA's policy to provide Equal Employment Opportunity (EEO) for all employees and applicants for employment regardless of race, color, national origin, sex (including pregnancy, sexual harassment, sex stereotyping, sexual orientation, gender identity, or caregiving responsibilities*), religion, age, disability (physical or mental), or genetic information (including family medical history) 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

All NASA employees and applicants for employment, including employees and applicants who are paid from non-appropriated funds, at the Johnson Space Center (JSC) or the White Sands Test Facility (WSTF) who believe they have experienced employment discrimination must contact an EEO Counselor before filing a

discrimination complaint. The contact must be made within 45 calendar days of the date of the alleged discrimination.

Contract workers will qualify as 'Federal Employees' only if they meet certain criteria showing that NASA exercises control over the means and manner of their work performance. Contract workers (contingent workers) who believe they have experienced discrimination by NASA may qualify as a 'Federal Employee' and must contact an EEO Counselor within 45 calendar days of the date of the alleged discrimination. Contract workers may also contact U.S. Equal Employment Opportunity Commission directly with discrimination complaints.

*Although discrimination based on caregiving responsibilities may be a form of sex-based discrimination, it may also be a form of discrimination under other bases, such as disability, race or national origin. Please consult your EEO Counselor for further guidance and instructions.

How to contact an EEO Counselor:

Call (281) 483-0607, email JSC-Office-of-Equal-Opportunity-and-Diversity@mail.nasa.gov, visit the Office of Equal Opportunity and Diversity at JSC, Building 1, room 157, or in writing to the following address:

NASA Johnson Space Center
ATTN: EEO Counselor (Mail Code AJ)
2101 NASA Parkway
Houston, TX 77058-3607

NASA EEO Director
Office of Diversity and Equal Opportunity
Mail Code EA
300 E. Street, SW
Washington, DC 20546-001
<http://eodm.hq.nasa.gov/>

JSC EEO Director
Office of Equal Opportunity and Diversity
Mail Code AJ
2101 NASA Parkway
Houston, TX 77058-3607
www.nasa.gov/offices/oeod