

National Aeronautics and Space Administration

Office of the Administrator

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Washington, DC 20546-0001



**National Aeronautics and Space Administration Policy Statement
on Equal Employment Opportunity and Anti-Harassment in
NASA's Workforce and Workplaces**

The National Aeronautics and Space Administration (NASA) is committed to providing a workplace where every employee and applicant for employment is treated fairly and in full accordance with Federal equal employment opportunity (EEO) laws. Every member of the NASA team must have a fair, unobstructed path to contribute and excel based solely on merit and performance. Our mission demands a workforce that can perform at its highest level in an environment free from discrimination, harassment, and retaliation.

I. Equal Employment Opportunity

NASA policy and Federal law strictly prohibit discrimination based on race, color, religion, sex, national origin, age, disability, genetic information, or pregnancy, childbirth, or related medical conditions. These protections apply across the entire employment lifecycle, including recruitment and hiring, performance management, promotions, training, benefits, and separations. NASA also strictly prohibits retaliation against employees for raising allegations of employment discrimination, opposing employment discrimination, or participating in the EEO complaint process.

Any employee or applicant for employment who believes they have been subjected to employment discrimination, harassment, or retaliation may file an EEO complaint by contacting NASA's Office of Equal Opportunity (OEO). In order for an EEO complaint to be considered timely filed, contact with OEO must occur within 45 calendar days of the alleged incident, or in the case of a personnel action, within 45 calendar days of the effective date of the action. Employees are also encouraged to use NASA's Alternative Dispute Resolution (ADR) process to resolve EEO complaints in a prompt and effective manner.

II. Anti-Harassment Program

NASA's work environment must be free from unlawful harassment of any kind. Harassment, whether verbal or physical, will not be tolerated under any circumstances. Harassment occurs when unwelcome conduct would reasonably be considered to adversely affect the work environment, or an employment decision is based upon an employee's acceptance or rejection of such unwelcome conduct. Examples include offensive jokes, slurs, name calling, verbal and physical threats, intimidation, retaliation, and insults.

The Anti-Harassment Program initiates a thorough and impartial fact-finding within ten calendar days of receiving a harassment allegation, and the Agency issues decisions on all harassment complaints within 60 days of receipt. The Agency takes immediate and appropriate corrective action in situations involving harassment and implements proactive measures to reasonably prevent harassment from occurring. To the fullest extent possible, the Agency protects the confidentiality of individuals raising harassment allegations.

All employees should report harassment to any NASA supervisor, the Office of Equal Opportunity, the Agency Anti-Harassment Program Manager, or a Center Anti-Harassment Coordinator. Retaliation against individuals who report harassment or participate in an investigation is strictly prohibited.

Employees may visit [NASA OEO's SharePoint site](#) to learn more about the EEO complaint, ADR, and Anti-Harassment programs.

Every NASA employee contributes to building and sustaining a work environment where fairness, excellence, and accountability are the standard. Our workforce is the foundation of every achievement. NASA moves forward when every employee can focus on delivering results, strengthening our capabilities, and meeting the demands of the mission without distractions or barriers.



Jared Isaacman
Administrator

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Date