

AUG 11 2006

MEMORANDUM FOR All Employees

From: William Jeffrey 
Director

Subject: NIST EEO and Diversity Policy Statement

It is the policy of the National Institute of Standards and Technology (NIST) to provide equal employment opportunity (EEO) for all employees or applicants for employment, regardless of their race, color, religion, sex, national origin, age (over 40), physical or mental disability, sexual orientation, and participation in protected EEO activities. This policy applies to all employment practices and procedures including recruiting, hiring, training, promotions, employee development, separations, and awards.

NIST will strive continually to establish and maintain a workforce that reflects America's diverse populace and promotes an environment that respects and values individual difference. NIST recognizes that the ability to attract, develop, and retain a skilled workforce is key to the Institute's continued success and must be viewed and treated as a top priority.

Managers, supervisors, and employees should work together to reflect our commitment to EEO and diversity. EEO and diversity are sound management practices, which help ensure that the best and brightest people are chosen and retained for a workforce that reflects the diversity of our nation.

As the Director of NIST, it is my goal to achieve a workplace free from discrimination and harassment. (See my separate policy statement on NIST's Zero Tolerance Policy Regarding Harassment dated March 9, 2006). I share these responsibilities with each NIST staff member. I know that I can count on all NIST employees, supervisors, and managers to continue to work together to maintain a work environment free from discrimination and which exemplifies inclusiveness, equity, excellence, dignity, and respect for one another and those we serve. I look forward to working with each of you in continuing to pursue these principles as we carry out NIST's mission.