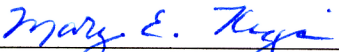


National Oceanic and Atmospheric Administration
NOAA Satellite and Information Service
Policy Statement on Equal Employment Opportunity and Diversity Management

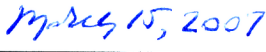
The mission of the NOAA Satellite and Information Service (NESDIS) is to provide timely access to global environmental data from satellites and other sources to promote, protect, and enhance the Nation's economy, security, environment, and quality of life. To do this, NESDIS acquires and manages the Nation's environmental satellites, provides data and information services, and conducts related research. Accomplishing this mission would not be possible without the current and future NESDIS workforce. As we face challenges and opportunities in providing quality products and services and in the conduct of research on a national and global level, we must rely on the diversity of experiences, viewpoints, and expertise that our current workforce has in abundance. In looking toward the future, we will build on that strong platform by recruiting, hiring, developing, recognizing, and supporting a growing diversity of people and experiences to ensure success in meeting our mission.

It is the policy of NESDIS that employees will have the opportunity to work, train, advance, and enjoy all employment benefits without regard to race, national origin, color, gender, age, religion, disability, or sexual orientation and that the workplace shall be free of harassment and retaliation. Harassment is defined as any unwelcome verbal or physical conduct related to one of the protected bases that creates a hostile work environment. Employment discrimination is an unlawful practice typified by employment decisions that are made on factors other than merit. Harassment and discrimination in any form, including retaliation against an individual for filing a charge of discrimination, participating in a discrimination proceeding, or otherwise opposing discrimination or harassment, will not be tolerated. Employees or applicants for employment who feel that they are victims of discrimination or harassment should contact the NESDIS Equal Employment Opportunity and Diversity Program Office or the NOAA Civil Rights Office for assistance. If an individual wishes to file an EEO complaint, they can do so with the NOAA Civil Rights Office within 45 days of the alleged discriminatory act.

NESDIS will continue and will strengthen its efforts to recruit, hire, and develop a diverse range of individuals and encourage them to reach their full potential, to contribute their talents to mission accomplishment, and to thrive in an inclusive, respectful, and innovative work environment. Our vision of the future is clear: NESDIS has and will continually grow its products, services, and research by continually growing its workforce through equity, inclusion, open-mindedness, and respect.



Mary E. Kicza, Assistant Administrator, NESDIS



Date