

**NATIONAL SCIENCE FOUNDATION  
POLICY ON THE PREVENTION OF HARASSMENT**

It is the policy of the National Science Foundation (NSF) that all employees should be able to work in an environment that is free from harassment. We want to ensure a work environment that is respectful of human dignity and conducive to maximum productivity. NSF will not tolerate harassment in the workplace.

Harassment is prohibited by Federal law, and is defined as any unwelcome verbal or physical conduct based on race, color, religion, gender, sexual orientation, disability, age, national origin, and protected genetic information that is so objectively offensive as to alter the conditions of the individual's employment. Harassment unreasonably interferes with the performance of an employee and can create an intimidating, hostile, or offensive work environment. Furthermore, any retaliation against an individual who has brought forth a complaint alleging harassment is similarly unlawful.

NSF employees who feel that they are being harassed by supervisors, co-workers, or customers should make it clear to the individual(s) that such behavior is offensive and unwelcome. They should immediately report this behavior to an appropriate management official in the organization in which the incident occurred or to the Office of Equal Opportunity Programs.

The confidentiality of employees bringing forth complaints of harassment will be protected to the extent possible. In accordance with the EEO complaint process, all allegations of harassment will be promptly and thoroughly investigated. NSF will take the actions necessary to ensure that these matters are addressed swiftly, fairly, and effectively.

We know that you will support our continuing commitment to exhibit the highest level of professional behavior and courtesy that each of us deserves.



Arden L. Bement, Jr.  
Director



Kathie L. Olsen  
Deputy Director