



November 18, 2011

National Oceanic and Atmospheric Administration Policy Statement on Equal Employment Opportunity (EEO)

The National Oceanic and Atmospheric Administration (NOAA) reaffirms its commitment to provide a workplace that is free of discrimination. We utilize a comprehensive approach to managing diversity, practicing equal employment, and engaging in affirmative efforts to create and maintain an environment that supports and encourages the contributions of all employees.

NOAA understands that we cannot accomplish our vital mission without the talent, dedication, and skills of all of the men and women who carry out the Agency's work. As such, we will not tolerate discrimination based on race, color, religion, sex (including sexual harassment and pregnancy discrimination), sexual orientation, gender identity, national origin, age (40 years of age and over), genetic information or disability (physical or mental), including the provision of reasonable accommodations for qualified applicants and employees with disabilities. Retaliation against those who initiate discrimination complaints, serve as witnesses, or otherwise oppose discrimination and harassment is strictly prohibited. Our policy is to ensure that equal opportunity is afforded to all employees, applicants for employment and customers. Equal employment opportunity (EEO) covers all personnel/employment programs, management practices, and decisions including, but not limited to awards, recruitment, hiring, promotions, transfers, reassignments, training and career development, disciplinary actions, separations, and any benefits and privileges of employment.

The NOAA Civil Rights Office (CRO) is charged with the vital mission of ensuring adherence to federal civil rights laws and regulations in all aspects of employment. Employees and applicants for employment who believe they have been discriminated against and wish to initiate an EEO complaint must contact the NOAA CRO. For information on the EEO complaint process call 1-800-452-6728 or visit www.eeo.noaa.gov.

As your Administrator, I strongly support civil rights, EEO, and Alternative Dispute Resolution initiatives. The diversity of our workforce enriches the workplace and our community. I encourage each manager/supervisor and employee to embrace and develop a workforce within NOAA that reflects the diversity of the nation we serve. All of us share in the responsibility for creating and maintaining a workplace free of discrimination, harassment, and reprisal.

I ask each of you to join me in building an Agency where all employees and applicants are treated with respect and have an equal opportunity to contribute and succeed.

Dr. Jane Lubchenco

Under Secretary of Commerce for Oceans and
Atmosphere and NOAA Administrator