NM 3713-59
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Superseded by
NM 3713-75

National Aeronautics and Space Administration
Policy Statement on Equal Employment Opportunity

As we move forward with ever increasing momentum in turning the Vision for Space Exploration into reality, I reaffirm the Agency's commitment to equal opportunity in employment.

Equal opportunity in employment means opportunity not just for some but for all. NASA provides equal opportunity in Federal employment regardless of race, color, gender, national origin, religion, age, disability, sexual orientation, or status as a parent.

Equal employment opportunity (EEO) covers all human capital and employment programs, management practices, and decisions including, but not limited to, recruitment, hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation. NASA supports employee exercise of rights under EEO law. Reprisal against individuals who engage in protected activity will not be tolerated. NASA supports the rights of employees to exercise all available rights under the civil rights statutes.

Preserving these rights in our workplace takes special care and vigilance. Our continued and vigorous adherence to these laws and a focus on the spirit as much as the letter of these laws are fundamental for our success. We must continue to be an organization that seeks the best minds and broadest experience to ensure that every qualified person has an equal chance to compete and contribute.

NASA provides an environment that honors excellence, teamwork, fairness, and equity. We strive to exemplify in all of our decision making the principle that employees have the freedom to compete on a fair and level playing field. We will continue to provide a workplace that is free from all forms of illegal discrimination, including harassment and retaliation. Upon request and as appropriate, we will continue to provide reasonable accommodations to qualified individuals with disabilities. Above all, we must view our commitment to equal employment opportunity as a matter of personal integrity and accountability.

I trust that we will all do our part in these efforts.

Michael D. Griffin
Administrator

2/04/08
Date