



NPS 3713.98

**National Aeronautics and Space Administration  
FY 2020 Policy Statement on Anti-Harassment**

At the National Aeronautics and Space Administration (NASA), we are fully committed to assuring the safety and effectiveness of our workforce and our missions. Consequently, NASA strictly prohibits harassment and is fully committed to providing a safe and harassment-free work environment.

The Agency defines harassment as any unwelcome conduct, verbal or physical, based on an individual's race, color, gender, national origin, religion, age, disability, sexual orientation, status as a parent, genetic information, or gender identity when: (1) the behavior can reasonably be considered to adversely affect the work environment, or (2) an employment decision affecting the employee is based upon the employee's acceptance or rejection of such conduct. The Agency further prohibits employees from engaging in harassing conduct for *any* reason, regardless of whether the conduct was related to one of the legally protected bases identified above.

NASA encourages all employees to report and help prevent workplace harassment, and NASA strictly prohibits retaliation for raising allegations of harassment or providing information related to such allegations. The Agency's Anti-Harassment Program provides for prompt, thorough, impartial, and confidential investigations of harassment complaints. The Agency will take immediate and appropriate corrective action when it determines harassment has occurred.

NASA employees have multiple avenues to report alleged harassment, including but not limited to: through or outside of their supervisory chains, to Anti-Harassment Coordinators at Headquarters, and NASA Centers, to Center Human Resources offices, and to Headquarters or Center Ombuds offices. To learn more about NASA's Anti-Harassment Program, as well as Policy and Procedures, please visit the [NASA Anti-Harassment Web page](#) and review the [NASA Anti-Harassment Policy and Procedures Implementation Guide](#). To find an Anti-Harassment Coordinator at your Center, visit the [Center Anti-Harassment Coordinators Web page](#).

Together, we can ensure that all NASA personnel have the opportunity to contribute to the success of our mission in an environment free of harassment. Harassment compromises the safety of our workforce and prevents our personnel from fully contributing to our missions; therefore, it has no place at NASA.

A handwritten signature in black ink that reads "Jim Bridenstine".

James F. Bridenstine  
Administrator

March 4, 2020

Date