



National Aeronautics and Space Administration
Policy Statement on Diversity, Equity, Inclusion, and Accessibility
for NASA's Workforce and Workplaces

As a leader in the Federal Government, NASA has a responsibility to model diversity, equity, inclusion, and accessibility by implementing policies and programs and providing services that enable employees to reach their full potential. By fostering an atmosphere of inclusion and respect for all, we can continue to value and appreciate the strengths afforded by both the commonalities and differences between us. This in turn drives innovation, creativity, and employee engagement.

Diversity is central to NASA's vision, mission, and core values. Discrimination, harassment, retaliation, and barriers to inclusion and accessibility have no place at NASA because they compromise our workforce and our operations. When we enable individuals to inclusively participate, we provide space for all possible talent, skills, knowledge, perspectives, ideas, thinking, problem-solving, and innovations. This empowers NASA to achieve the greatest success in discovering and expanding knowledge for the benefit of all humanity.

I. Diversity, Equity, Inclusion, and Accessibility (DEIA) Defined

We define diversity as "the entire universe of differences and similarities." This definition specifically encompasses the full variety of communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of all people.

We define equity as "the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment." NASA is committed to advancing societal equity and removing barriers for the underserved and underrepresented.

We define inclusion as "the full participation, belonging, and contribution of organizations and individuals." This definition of inclusion specifically involves the recognition, appreciation, and use of the talents and skills of employees of all backgrounds to identify and incorporate distinct viewpoints and gaps that will enable mission success.

We define accessibility as "the design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them." Our definition specifically includes the provision of reasonable accommodations, equal employment opportunity, and

inclusive participation for people with disabilities. By ensuring all individuals have accessibility to and at NASA, we best serve the public and ensure everyone has equitable opportunities to contribute to our mission success.

II. Anti-Discrimination and Equal Employment Opportunity Process

NASA strictly prohibits discrimination based on race, color, religion, national origin, sex, gender identity, sexual orientation, pregnancy, status as a parent, marital status, age, disability (physical or mental), family medical history or genetic information, political affiliation, military service, or any other factor that is not based on merit. These protections extend to all employment policies, practices, and actions, including, but not limited to: recruitment and hiring, job assignments, performance management, rewards, promotions, training and development, reassignments, discipline, and removals.

NASA is committed to ensuring an environment where employees are fully empowered to raise concerns about employment discrimination and to participate in the Agency's Equal Employment Opportunity (EEO) process. NASA strictly prohibits retaliation against employees for raising allegations of employment discrimination, opposing employment discrimination, or participating in the EEO complaint process. NASA also strictly prohibits interference with the EEO process or behavior that would reasonably have the effect of interfering with another individual's participation in the EEO process.

Any employee or applicant for employment who believes they have been subjected to employment discrimination, harassment, or retaliation may contact NASA's Office of Diversity and Equal Opportunity (ODEO). Contact must occur within 45 days of the alleged incident to ensure timeliness through the Agency's EEO complaints process.

Employees are also encouraged to use NASA's Alternative Dispute Resolution (ADR) process to resolve EEO complaints in a prompt and effective manner. All employees are encouraged to visit the newly updated [EEO complaint process site](#), located on [NASA ODEO's SharePoint site](#), to access a user-friendly customer service portal and learn more about the EEO complaints and ADR processes.

III. Anti-Harassment Program

NASA strictly prohibits harassment and is fully committed to providing a safe and respectful work environment. We define harassment as "any conduct that is unwelcome, verbal or physical, regardless of whether it is based on an individual's race, color, sex (sexual orientation, pregnancy, and gender identity), national origin, religion, age, disability, status as a parent, genetic information, or retaliation, when (a) the behavior can reasonably be considered to adversely affect the work environment, or (b) an employment decision affecting the employee is based upon the employee's acceptance or rejection of such conduct." Examples of such conduct include, but are not limited to: offensive jokes, slurs, name calling, verbal and physical threats, intimidation, retaliation, and insults.

NASA's Anti-Harassment Program is committed to implementing proactive measures to reasonably prevent harassment from occurring, thorough and impartial fact-finding within ten

calendar days of receiving a harassment allegation, issuing decisions within 60 days of receipt, and taking appropriate corrective action when harassment is substantiated. Confidentiality of individuals raising harassment allegations is protected to the fullest extent possible.

NASA employees have multiple avenues to report alleged harassment, including any NASA supervisor, the Agency Anti-Harassment Coordinator, or a Center Anti-Harassment Coordinator. NASA encourages all employees to report and help prevent workplace harassment, and strictly prohibits retaliation for opposing harassment, raising allegations of harassment, or participating in a process to gather information and respond to allegations of harassment. More information about NASA's Anti-Harassment Program and contact information is available [here](#).

IV. Reasonable Accommodation

All NASA employees are encouraged to familiarize themselves with NASA's policies, procedures, and resources on reasonable accommodation and accessibility to information and communication technology, including: NASA's Policy Directive on Provision of Reasonable Accommodation for Individuals with Disabilities (NPD 3713.8B), NASA's Reasonable Accommodations Procedures (NPR 3713.1C), and NASA's webpage on Section 508 of the Rehabilitation Act of 1973.

Any employee or applicant for employment who believes they have been subjected to discrimination, including denial of reasonable accommodation or other employment discrimination based upon disability, may contact NASA's ODEO and must initiate this contact within 45 days of the alleged incident to timely proceed in NASA's EEO complaints process. Employees are encouraged to visit [ODEO's Reasonable Accommodation site](#) to learn more.

V. Action

At NASA, we fully embrace DEIA as an essential element of mission success. Prioritizing diversity of thought, background, perspectives, and skillset propels NASA to greater innovation in space technology, better research, deeper discoveries, and achievements in human spaceflight. I call upon each member of the NASA workforce to commit to applying the principles of DEIA every day, ensuring the safety of our workforce and the success of our collective mission; to explore the universe for the benefit of all.



Bill Nelson

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Date