



UNITED STATES DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NATIONAL MARINE FISHERIES SERVICE
1315 East-West Highway
Silver Spring, MD 20910
THE DIRECTOR

January 7, 2020

MEMORANDUM FOR: NOAA Fisheries Employees

FROM:

Chris Oliver

SUBJECT:

NOAA Fisheries Policy Statement on Non-Discrimination and
Equal Employment Opportunity

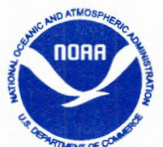
NOAA Fisheries remains committed to ensuring a workplace where all employees are valued and respected, where differences are welcomed, and where new ideas can take root and grow. However, to make this commitment a complete reality we must remain unfaltering in our goal to eliminate harassment, and discrimination based on race, color, religion, sex (including sexual harassment and pregnancy discrimination), sexual orientation, gender identity, national origin, age (40 years and over) genetic information, or disability (physical or mental). Keep in mind that Title VII prohibits not only intentional discrimination, but also practices that have the effect of discrimination. Therefore, discrimination in any form cannot and will not be tolerated. Retaliation against anyone who initiates a discrimination complaint, serves as a witness or otherwise opposes discrimination is also prohibited. Remember, the effects of discrimination can be far reaching. Aside from the financial impact resulting from lawsuits, the negative atmosphere created by discrimination can affect the physical and mental well-being of employees which leads to reduced productivity and the ability to retain and recruit staff.

I expect all supervisors and managers to uphold, support and promote this policy and do everything possible to ensure that all employees are treated fairly in all management practices and decisions, including recruitment and hiring, career development, promotions, awards and recognition, and any other applicable benefits and privileges of employment. Any employee, contractor, or applicant who believes they have experienced unlawful discrimination based on one or more of the prohibited basis and wants to file an Equal Employment Opportunity (EEO) complaint should immediately contact the NOAA Office of Inclusion and Civil Rights. **Remember: An aggrieved person must initiate contact with an EEO counselor within NOAA's Office of Inclusion and Civil Rights within 45 days of the date of the matter alleged to be discriminatory, or within 45 days of the date you become aware; or, in the case of personnel actions, within 45 days of the effective date of the action.** For information on the agency's EEO complaint process or to request informal counseling, please contact the NOAA Office of Inclusion and Civil Rights at 1 (800) 452-6728, or (301) 713-0500.

Please remember that the Alternative Dispute Resolution (ADR) Program is available and can serve as a valuable tool when trying to resolve EEO disputes quickly. NOTE: As established in 2018, participation in ADR is now mandatory for managers and supervisors when an EEO complainant elects this option. For additional information, please review the NOAA Administrative Order 202-715 "NOAA Alternative Dispute Resolution Program" or contact Ms. Dee Dee Beltz at Delores.E.Beltz@noaa.gov. If you have any questions regarding this policy, or the ADR program, please feel free to contact Natalie Huff, the NOAA Fisheries National Director for EEO and Diversity, at 301-427-8025.

cc: Kenneth Bailey, Director, OICR
Kimberlyn Bauhs, Director, OHCS

THE ASSISTANT ADMINISTRATOR
FOR FISHERIES



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