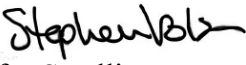




**U.S. DEPARTMENT OF COMMERCE**  
**National Oceanic and Atmospheric**  
**Administration**  
NATIONAL ENVIRONMENTAL SATELLITE,  
DATA, AND INFORMATION SERVICE  
1335 East-West Highway  
Silver Spring, Maryland 20910-3283

May 19, 2022

MEMORANDUM FOR: ALL NESDIS EMPLOYEES

FROM: Stephen M. Volz, Ph.D.   
Assistant Administrator for Satellite  
and Information Services

SUBJECT: Equal Employment Opportunity, NO FEAR Policy Statement

The National Environment Satellite, Data and Information Service (NESDIS) mission is to provide a truly integrated digital understanding of our Earth's environment that can evolve quickly to meet the changing user expectations by leveraging our own capabilities and partnerships. As Assistant Administrator, I am dedicated to ensuring that NESDIS embraces equal opportunity and inclusiveness for everyone who works here and aspires to work here.

By doing so, we ensure compliance with all civil rights laws, and that the abundance of diverse experiences, viewpoints, and expertise of our workforce is maximized. We continue to aspire to build on our strong foundation by developing, recognizing, and supporting a diverse workforce, particularly in recruiting and hiring. These efforts are critical to ensuring success in meeting our mission goals.

We must ensure that no applicant for employment, employee of NESDIS, or former employee of NESDIS is discriminated against or denied equal opportunity. This would be a violation of Title VII of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, religion, sex (including sexual harassment and pregnancy), gender identity, sexual orientation, national origin, age (40 years of age or over), genetic information, or disability (physical or mental), including the provision of reasonable accommodations for qualified applicants and employees with disabilities. These protections extend to all management practices and decisions, including recruitment and hiring practices, appraisal systems, promotions, training, and career-development programs.

NESDIS will continue to provide reasonable accommodations to employees and applicants with disabilities, and for religious observances and practices.



We must work diligently to maintain a workplace free from discrimination. Employees and applicants for employment have the right to report incidents of discrimination or harassment without fear of retaliation. NESDIS employees shall not engage in discrimination, retaliation, or harassment. We will take prompt action when a NESDIS employee, agent of NESDIS, or non-employee is found to have engaged in discrimination, retaliation, or harassment (including sexual harassment).

Harassment and discrimination in any form, including retaliation against an individual for filing a charge of discrimination, participation in a discrimination proceeding, or otherwise opposing discrimination or harassment, will not be tolerated. Employees, former employees, or applicants for employment who feel that they are or have been victims of discrimination or harassment should contact the NESDIS Equal Employment Opportunity and Diversity program manager or the NOAA Office of Inclusion and Civil Rights at [noaa.oicr@noaa.gov](mailto:noaa.oicr@noaa.gov) or (301) 713-0500 for assistance. If an individual wishes to file an EEO complaint, they can do so with the NOAA Office of Inclusion and Civil Rights Office at [noaa.oicr@noaa.gov](mailto:noaa.oicr@noaa.gov) or (301) 713-0500 within 45 days of the alleged discriminatory act.

The Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act) became effective on October 1, 2003. The Act imposes additional duties upon federal agency employers intended to reinvigorate their longstanding obligation to provide a work environment free of discrimination and retaliation. Whistleblower Protection Policy is a United States federal law that protects federal whistleblowers who work for the government and report agency misconduct. A federal agency violates the Whistleblower Protection Act if agency authorities take (or threaten to take) retaliatory personnel action against any employee or applicant because of disclosure of information by that employee or applicant.

Remember, ensuring equal employment opportunity in our workplace is a top priority for NESDIS. If you have any questions regarding this policy or our NESDIS EEO and Diversity, Equity, Inclusion, and Accessibility Program, please contact the Program Manager Eli Salahuddin at [eli.salahuddin@noaa.gov](mailto:eli.salahuddin@noaa.gov) or (301) 713-0329.

Cc:

Richard Grant, Acting Director, NOAA Office of Inclusion and Civil Rights Office

Hakeem Basheerud-Deen, Acting Director, NOAA Office of Human Capital Services

