

**NATIONAL SCIENCE FOUNDATION
OFFICE OF THE DIRECTOR
ARLINGTON, VA 22230**

STAFF MEMORANDUM

**OD 15-02
March 16, 2015**

ADMINISTRATION AND MANAGEMENT

SUBJECT: Policy Statement on Equal Opportunity

Investing in science, engineering, and education for the Nation's future necessitates an environment that fosters equal opportunity for all. NSF recognizes that to fulfill its chief mission of funding science and engineering research proposals that allow scientists, engineers and students to work at the outermost frontiers of knowledge, it must be a role model for teamwork, fairness, and equity. NSF is committed to ensuring that all employees and applicants have an equal opportunity to compete in all aspects of Federal employment and program delivery.

NSF does not tolerate discrimination, including workplace harassment, based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, disability, genetic information or parental status. In addition, NSF does not tolerate retaliation for opposing discriminatory practices or for participating in the discrimination-complaint process. This applies to all terms and conditions of employment, including recruitment, hiring, promotions, transfers, reassignments, training, career development, benefits, and separation. Reasonable accommodations will be provided to employees, applicants, and recipients with a qualified disability in accordance with applicable Federal laws. NSF is fully committed to complying with all civil rights statutes.

NSF employees must view our commitment to equal opportunity as a critical component of their daily activities. As your leaders, we will always partner with each of you to ensure NSF's mission is achieved in an environment that respects and values all aspects of equal opportunity. NSF's Office of Diversity and Inclusion is responsible for administering an impartial and effective management process to receive, investigate, and resolve, if possible, complaints of employment discrimination at the earliest possible stage.

France A. Córdova
Director

Richard O. Buckius
Chief Operating Officer

Distribution: All employees
Originating Unit: Office of Diversity and Inclusion
Replaces: OD 13-03