



September 29, 2023

Dear Colleagues,

As the Acting Director of the National Institutes of Health (NIH), I am publicly reaffirming NIH's ongoing commitment to equal employment opportunity (EEO) and diversity, equity, inclusion, and accessibility (DEIA). These values are the foundation upon which we build a stronger, and more welcoming workplace for all.

Our dedication to DEIA supports an unwavering focus on EEO providing fair treatment and a work environment free from discrimination for all employees and applicants, regardless of their backgrounds, identities, or personal circumstances. We oppose all forms of unlawful employment discrimination, recognizing that contributions to achieving the NIH mission reach its peak potential through a diverse workforce.

In addition, the agency's commitment to EEO and DEIA is not an aspiration; it is a guiding principle that informs every decision we make, every policy we implement, and every action we take. We make informed decisions based on regular assessments, feedback, and insights from you, and audits that track our progress and identify areas for improvement. All employees and applicants will have an equal opportunity to compete fairly. As the NIH Acting Director, I bear responsibility to work with agency leaders to ensure that we live up to this promise, hold ourselves accountable, and continue this important journey of continuous improvement.

We do not tolerate retaliation, harassment, or discrimination based on race, color, religion, sex (including gender identity, sexual orientation, transgender status, and pregnancy), national origin, age (40 years of age and over), genetic information (including family medical history) or disability (physical or mental). These EEO protections cover all personnel/employment programs, management practices, and decisions, including, but not limited to hiring, merit promotion, transfer, reassignment, training and career development, benefits, and separation.

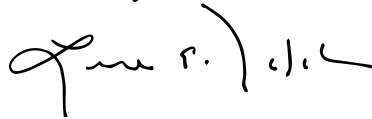
All employees at NIH must comply with EEO laws, policies, procedures, and executive orders. Accordingly, all senior leaders, managers, and supervisors must model values-based leadership and appropriate behavior, leading always by example, treating everyone with dignity and respect, and promoting an ethical, equitable, inclusive, and accessible workplace culture. Any employee who is found to have discriminated against or harassed someone will be subject to appropriate disciplinary action. We will seek to resolve workplace conflicts in a timely, impartial, confidential, non-discriminatory, and constructive manner while also being prompt, thorough, and neutral.

To help ensure people thrive in the workplace, we understand that individuals may have unique needs based on various factors, including disability, and we are committed to providing

reasonable accommodations to support their success. We provide reasonable accommodations to qualified employees and applicants with disabilities and for sincerely held religious beliefs, observances, and practices.

For more guidance or assistance related to the NIH EEO Program or NIH Reasonable Accommodation Program, you may contact the Office of Equity, Diversity, and Inclusion (EDI) by email at edi@nih.gov or by phone at 301-496-6301. For information related to NIH's Anti-Harassment Program, please visit their website or contact NIH Civil at civilworkplace@nih.gov or call 301-402-4845.

Sincerely,

A handwritten signature in black ink, appearing to read "Lawrence A. Tabak". The signature is fluid and cursive, with a large initial "L" and a distinct "A" and "T".

Lawrence A. Tabak, D.D.S., Ph.D.
Acting Director, NIH