



August 2, 2018

Dear NIH Family,

The National Institutes of Health believes inclusive behavior enlightens our community by removing barriers, inspiring creativity, and driving innovation to achieve our mission of improving health and reducing the incidence of disease. Today's more culturally complex environment has strengthened NI H's obligation to the principles of equal employment opportunity (EEO), diversity, and inclusion for everyone.

Fundamental to the creation of an inclusive workplace are the protections afforded under the Civil Rights laws. We affirm the rights of all NIH employees and we will not tolerate discrimination based on color, race, ethnicity, nationality, national origin, age, sex (including orientation, gender identity, and pregnancy), genetic information, disability, religion, marital status, socio-economic background, political affiliation, or military service. We make concerted efforts to create safe workspaces that cultivate a culture that connects each employee to the organization and encourages collaboration, flexibility, and fairness so that all individuals are empowered to participate and contribute to their full potential

NIH is dedicated to ensuring that all applicants and employees experience decisions free from unlawful discrimination and harassment based on their identity, or reprisal based on prior EEO-protected activity. At NIH, workplace harassment is intolerable and will be investigated quickly and corrected swiftly before it becomes severe and pervasive. It is our policy to provide every individual with equal opportunity in employment programs and occupational activities across all aspects of personnel operations with the freedom to compete on a fair and level playing field. Reprisal or retaliation against anyone who exercises their rights under the law will not be tolerated.

The criticality of diversity and inclusion to the success of NIH cannot be understated. These principles provide all NIH employees the opportunity to actively contribute their ideas and perspectives in a vibrant and intellectual community.

As the Director, I reaffirm NI H's policy and pledge to uphold these principles. Together we have a shared responsibility to guard against behaviors that harm individuals and our communities. Join me in this commitment to ensure that ours is an inclusive workplace 365 days a year and that we are an employer of choice, where all people are treated with dignity and respect as part of our day-to-day service.

For guidance or assistance, please contact the Office of Equity, Diversity, and Inclusion (EDI) at edi.nih.gov or 301-496-6301.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Francis S. Collins".

Francis S. Collins, M.D., Ph.D.
Director