



July 31, 2019

Dear NIH Family,

At NIH, we understand that diversity and inclusion are the foundation of innovation and creativity, not just practices and policies. Demonstrating respect and appreciating all types of differences ensures that each of your voices is heard and valued. This is why, each year, we strengthen and reaffirm our obligation to the principles of equal employment opportunity, diversity, and inclusion. We commit to non-discriminatory approaches to provide all employees—regardless of race, gender, age, ethnicity, sexual orientation, or disability—with diverse, equitable, and inclusive workspaces, free from harassment. Practicing these values at NIH is critical to continued employee engagement and commitment to the mission.

To encourage these values, we offer organizational training, guidance, and programs that promote awareness and prevention, and ensure we treat everyone equitably. Each NIH employee has a right to work in a safe environment free from bullying, humiliation, intimidation, sexual harassment, or discrimination. We all share a responsibility to uphold higher standards of personal conduct that welcome differences, promote inclusion, and provide a safe and healthy workplace for all.

As we seek to leverage talent, we cultivate inclusive environments and safe workspaces, enriched by diversity. With the understanding that the success of our mission is dependent on these beliefs, NIH provides employees the opportunity to contribute their ideas and perspectives to drive scientific and professional innovation. We believe that our differences are not only essential to the work of NIH, but they also help us better connect with the needs of our community.

As the Director, I believe in these diversity and inclusion priorities. I reaffirm NIH's policy and pledge to uphold these principles. Let us aim to make NIH the organization where individuals feel valued and empowered to reach their fullest potential every day.

Sincerely yours,

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

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