



September 22, 2021

Dear NIH Family,

At the National Institutes of Health (NIH), we remain dedicated to promoting an inclusive and diverse workplace. The continuous commitment to advancing diversity, equity, inclusion, and accessibility ([DEIA](#)) fosters health in our communities, institutions, and individual lives. I am encouraged by the commitment of our staff to prioritize this work at NIH. Each year we reiterate this policy not only to remind ourselves of NIH's commitment to DEIA, but also to actively create a culture of empowerment, collaboration, and innovation. This culture, when embraced by the talented people who make up our agency, drives the progress that results in the NIH being one of the best places to work in the federal government.

Our continued growth toward this evergreen goal is grounded in the expectation that all employees respect one another in their workplace interactions. Daily practice of our values in NIH labs, clinics, and offices is critical to maintaining employee engagement and accomplishing the agency's mission.

As we remain steadfast to the principles of equal employment opportunity, all of us at NIH must reinforce our responsibility to non-discriminatory employment practices regardless of [race](#), [color](#), [religion](#), [sex](#) (including [pregnancy](#), [sexual orientation](#), and [gender identity](#)), [national origin](#), [age](#), [disability](#), and [genetic information](#).

All employees have a right to work in an environment free from bullying, humiliation, intimidation, discrimination, and harassment. These principles help ensure that we reach our goal of uplifting and supporting each unique voice at the NIH. To manifest these principles, we must provide a fair and balanced representation of the myriad talents, skills, and perspectives within our workforce.

Our success depends on developing and implementing comprehensive programs and services that draw on our understanding of how our differences, personal experiences, and the value of diversity benefit our organization and the work we do. NIH's commitment to these values is expressed through reviewing and reiterating our policies, programs, and services to guarantee that equitable opportunities exist for everyone.

I am encouraged that together we are actively striving to provide a safe and unbiased community by establishing outreach programs for individuals from historically excluded groups, conducting organizational trainings, providing guidance, and creating programs that promote awareness and prevention. As just one example of our efforts, earlier this year NIH announced the launch of the [UNITE](#) initiative, which was established to identify and address structural racism and to establish an equitable and civil culture across all of NIH.

Equity, diversity, inclusion, and accessibility are fundamental to NIH's overall success and the innovative services we provide to the public. Therefore, I ask us all to continue to commit to encouraging the cultivation of an open-minded, compassionate, and accessible workplace.

As the NIH Director, I believe in these principles and am committed to upholding these policies.

For more guidance or assistance related to the NIH Equal Employment Opportunity program, please contact the Office of Equity, Diversity, and Inclusion (EDI) by visiting edi.nih.gov or 301-496-6301. In addition, for more guidance or assistance related to NIH's Anti-harassment program, please visit <https://civilworkplace.nih.gov> or call 301-402-4845.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Francis S. Collins". The signature is fluid and cursive, with a long horizontal stroke at the end.

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