



October 31, 2012

TO: NIH Employees

FROM: Director, NIH

SUBJECT: Equal Employment Opportunity Policy Statement

As the Director of the National Institutes of Health (NIH), I am committed to promoting equality, fairness, and diversity. Leveraging perspectives from individuals from different backgrounds gives rise to creativity and innovation that not only benefit the NIH but the public we serve.

As the NIH continues to turn discovery into health, I am dedicated to building a workforce that reflects diversity. In this effort, we must attract the best and brightest minds from all segments of the population. It is our duty to hire, promote, train, and provide career development based on merit, without regard to race, color, religion, national origin, sex (including gender identity), parental status, marital status, sexual orientation, age, disability, genetic information, or political affiliation.

The NIH has a zero tolerance policy for discrimination and harassment. Managers and supervisors must promote the principles of equity, diversity, and inclusion as well as respond promptly to employee concerns. Any employee or applicant who believes he or she has been subjected to unlawful discrimination or reprisal should contact the Office of Equal Opportunity and Diversity Management.

I urge all employees to join me in fostering an environment where everyone feels valued and welcomed. Together we can ensure that the NIH continues to be a diverse and model employer.

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

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