



December 4, 2013

TO: NIH Employees

FROM: Director, NIH

SUBJECT: Equal Employment Opportunity and Diversity Policy Statement

As the Director of the National Institutes of Health (NIH), I recognize that our success as an agency depends on the talent, skills, and expertise of our diverse employees and their ability to work in an environment where all individuals are treated with respect and dignity. I am committed to promoting fair employment practices, and to prohibiting harassment, bullying, and discrimination of any kind.

At the NIH, we understand the importance of our mission, the expertise of our people, and our ability to function as a tightly integrated team. We embrace the many employees that support our scientific studies that turn discovery into health. We leverage the strength of our diversity and we continue to broaden how we think about global diversity and inclusion. The NIH utilizes the unique perspectives and talents of all those with whom we interact for strong business and scientific outcomes to advance public health.

It is important that we renew and restate our commitment to providing equal employment opportunity for all persons regardless of race, color, national origin, religion, gender, age, disability, sex (including gender identity), parental status, marital status, genetic information, sexual orientation, or political affiliation. Discrimination or harassment based on these factors is unacceptable and will not be tolerated at the NIH.

Our leaders must lead by example and monitor the workplace to ensure that the environment is free from discrimination, hostility, intimidation, reprisal, and harassment. All employees at the NIH are responsible for implementing EEO policy in their daily actions, conduct, and decisions.

The NIH is striving to reinforce the values that provide everyone with a rewarding work experience in a safe and supportive environment. We are passionate in our efforts to remove barriers and to create an inclusive environment in which we all share the responsibility for establishing a climate of equal opportunity and mutual respect.

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

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