



UNITED STATES DEPARTMENT OF COMMERCE  
National Oceanic and Atmospheric Administration  
NATIONAL ENVIRONMENTAL SATELLITE, DATA,  
AND INFORMATION SERVICE

MEMORANDUM FOR: TO ALL NESDIS EMPLOYEES

FROM: Stephen M. Volz, Ph.D.   
Assistant Administrator for  
Satellite and Information Services

SUBJECT: Equal Employment Opportunity, Diversity and Inclusion, No  
FEAR and Whistleblower Protection Policy Statement

The mission of the NOAA National Environment Satellite, Data and Information Service (NESDIS) is to provide timely access to global environmental data from satellites and other sources to promise, protect, and enhance the Nation's economy, security, environment, and quality of life. To do this, NESDIS requires and manages the Nation's environment satellites; provides data and information services, and conducts related research. Accomplishing this mission would not be possible without the current and future NESDIS workforce. As we face challenges and opportunities in providing quality products and services and in conducting research on a national and global level, we must rely on the abundance of diverse experiences, viewpoints, and expertise of our current workforce. In looking toward the future, we will build on that strong foundation by developing, recognizing, and supporting a diverse workforce, particularly in recruiting and hiring, to ensure success in meeting our mission.

It is the policy of NESDIS that employees will have the opportunity to work, train, advance, and enjoy all employment benefits without regard to race, national origin, color, age, gender, religion, disability, or sexual orientation, and the workplace shall be free of harassment and retaliation. Harassment and discrimination in any form, including retaliation against an individual for filing a charge of discrimination, participation in a discrimination proceeding, or otherwise opposing discrimination or harassment, will not be tolerated. Employee, former employees or applicants for employment who feel that they are or have been victims of discrimination or harassment should contact the NESDIS Equal Employment Opportunity and Diversity Program Manager or the NOAA Civil Rights Office for assistance. If an individual wishes to file an EEO complaint, they can do so with the NOAA Civil Rights Office within 45 days of the alleged discriminatory act. The Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act) became effective on October 1, 2003. The Act imposes additional duties upon Federal agency employers intended to reinvigorate their longstanding obligation to provide a work environment free of discrimination and retaliation. Whistleblower Protection Policy is a United States federal law that protects federal whistleblowers who work for the government and report agency misconduct. A federal agency violates the Whistleblower Protection Act if agency authorities take (or threaten to take) retaliatory personnel action against any employee or applicant because of disclosure of information by that employee or applicant.

