



TO: NIH Staff

FROM: Director, NIH

DATE: January 7, 2016

SUBJECT: **EEO and Diversity and Inclusion Policy Statement**

The National Institutes of Health (NIH) is greatly committed to the principles of equal employment opportunity (EEO), diversity, and inclusion. We embrace the diversity that our employees bring to the NIH and believe this diversity inspires innovation and elevates unlimited success in pursuing our mission. We further commit ourselves to an inclusive workplace where we welcome and respect the views and perspectives of all employees by recognizing and appreciating their unique skills, talents, and abilities.

It is our policy to provide every individual with an equal opportunity in employment programs and occupational activities across all aspects of personnel operations, which include staffing, employment, education, awards, reorganizations, advancements, and employee retention.

We make every effort to ensure that all employees and applicants for employment experience employment decisions free from unlawful discrimination based on color, race, religion, national origin, sex (including pregnancy and gender identity), age, disability, protected genetic information, parental status, marital status, political affiliation, military service, sexual orientation, or reprisal based on prior EEO protected activity.

As the Director of the NIH, I reaffirm the NIH's commitment to these principles and ask you to join me in this commitment. Together, we all play a part in making the NIH an inclusive workplace and an employer of choice, where all are wanted and treated with dignity and respect as part of our day-to-day service.

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

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