

From: [NIH Executive Secretariat](#)
To: [List NIH-ALL-STAFF](#)
Subject: Acting NIH Director's DEIA Policy Statement 2022
Date: Wednesday, January 26, 2022 9:07:02 AM

Colleagues,

As Acting NIH Director, I am strongly and personally committed to advancing diversity, equity, inclusion, and accessibility (DEIA) in our workplace. I am proud of the efforts NIH has taken to date to dismantle structural inequities, promote a harassment-free culture, and foster equitable and inclusive employment opportunities. And, I look forward to expanding the focus of our DEIA initiatives so all employees, regardless of their characteristics or occupation, can readily engage and feel valued, represented, and included.

At NIH, we reaffirm our commitment to the federal laws and Presidential Executive Orders designed to safeguard employees and job applicants from discrimination based on [race](#), [color](#), [religion](#), [sex](#) (including [pregnancy](#), [gender identity](#), and [sexual orientation](#)), parental status, [national origin](#), [age](#), [disability](#), [genetic information](#) (including family medical history), political affiliation, military service, or other non-merit-based factors. These protections extend to all management practices and decisions, including recruitment and hiring, appraisal systems, promotions, transfers, reassignments, training, career development programs, benefits, and separations. Employees and applicants are protected from reprisal and retaliation for engaging in protected activity, such as reporting discrimination, harassment, participating in the Equal Employment Opportunity (EEO) process, whistleblowing, or the exercise of any appeal or grievance right provided by law.

NIH does not tolerate harassment of any kind, including sexual harassment, whether within the agency, at research organizations that receive NIH funding, or anywhere else NIH-funded activities are conducted. Only in a safe and respectful work environment can individuals achieve their greatest potential and carry out the important work that supports the NIH mission.

In line with [Executive Order 14035](#), we have established a workgroup to develop NIH's first DEIA Strategic Plan. The Office of Equity, Diversity, and Inclusion (EDI); Chief Officer for Scientific Workforce Diversity (COSWD) Office; Office of Human Resources; and Division of Program Coordination, Planning, and Strategic Initiatives (DPCPSI) have engaged representatives from Institutes, Centers, Offices, and DEIA-related committees and communities at NIH to draft the plan and collect internal and external input. The plan, when developed, will delineate goals and provide a framework for activity and program implementation to enhance DEIA at NIH.

For more guidance or assistance related to DEIA activities or the NIH EEO program, please contact EDI at 301-496-6301 or visit the [EDI website](#). For guidance or assistance related to the NIH anti-harassment program, please call 301-402-4845 or visit the [NIH Civil Program website](#).

Sincerely,

Lawrence A. Tabak, D.D.S., Ph.D.
Acting Director, NIH