

September 15, 2020

NASA POLICY STATEMENT ON ANTIDISCRIMINATION IN NASA-CONDUCTED OR -FUNDED PROGRAMS, ACTIVITIES, AND INSTITUTIONS

As the Nation strives to promote and advance social justice for all Americans, NASA reaffirms our continuing and deep commitment to the principles of unity and inclusion to the many thousands of beneficiaries of the Agency's grant funding. Whether those beneficiaries are researchers and students in science, technology, engineering, and mathematics (STEM) educational programs or the patrons of science centers and museums across the country, NASA's commitment to antidiscrimination and anti-harassment remains as steadfast today as it did in September 2018, when I issued the NASA policy statement shortly after being confirmed.

I am reiterating that commitment today to emphasize to the beneficiaries of NASA-funded programs and activities that their institutions are required under Federal civil rights laws:

- 1) to designate an administrative official responsible for administering antidiscrimination policies and programs (e.g., a "Title IX Coordinator" responsible for administering Title IX (20 U.S.C. § 1681));
- 2) to prohibit discrimination in education programs or activities receiving Federal financial assistance; and
- 3) to provide an internal administrative grievance process for filing complaints of discrimination or harassment.

Additionally, beneficiaries who believe they have been subjected to discrimination or harassment based upon race, color, national origin (including limited English proficiency), sex (including pregnancy, sex stereotyping, sexual orientation, or gender identity), disability, or age may file a complaint directly with NASA. Under NASA's new grant term and condition, NASA requires recipient organizations to report any findings or determinations of sexual harassment, other forms of harassment, or sexual assault regarding a NASA-funded Principal Investigator or Co-Investigator.

Information on filing a civil rights complaint is available at: <https://missionstem.nasa.gov/filing-a-complaint.html> and <https://missionstem.nasa.gov/term-condition-institutional-harassment-discr.html>, respectively. For additional information or assistance, individuals may contact NASA's Office of Diversity and Equal Opportunity by e-mail at civilrightsinfo@NASA.gov or by telephone at 202-358- 2180.

For more information on legal authorities, rights and responsibilities, and resources relating to antidiscrimination in programs or activities conducted by or funded by NASA, I encourage all individuals to visit NASA's MissionSTEM Web site at: <http://missionstem.nasa.gov/index.html> and <https://missionstem.nasa.gov/compliance-requirements-nasa-grantees.html>.



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Administrator