



NASA Policy on Federal EEO Protections Relating to Sexual Orientation and Gender Identity

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Background

- In December 2019, NASA's Office of Diversity and Equal Opportunity (ODEO) produced an agency-wide training for all employees (deployed on NASA's Learning Management System SATERN), required biennially by the No FEAR Act to inform employees and applicants for employment of their rights under Federal anti-discrimination and whistleblower laws.
- Because ODEO received a tremendous amount of feedback from users complaining of the length and volume of the previous No FEAR Act training, deployed in 2017, ODEO significantly streamlined the latest 2019 training.
- In streamlining this current training, ODEO followed the requirements and specific language required by the No FEAR Act and OPM's implementing regulations.
- The current training does not reference certain specific types of discrimination the U.S. Equal Employment Opportunity Commission (EEOC) has deemed to be prohibited on the basis of sex, including discrimination based on sexual orientation and gender identity.

NASA Policy on Anti-Discrimination Based upon Sex, including Sexual Orientation and Gender Identity

- NASA has not changed its policy or position on prohibiting discrimination based upon sexual orientation or gender identity.
- NASA's policy continues to prohibit employment discrimination (including harassment) based on sexual orientation and gender identity, as explicitly stated in the Agency's current: NASA EEO Policy Statement; NASA Policy Directive on Federal EEO Programs; NASA Anti-Harassment Policy Statement; and NASA Procedural Requirements on Anti-Harassment Procedures.
These documents are generally accessible at <https://www.nasa.gov/offices/odeo/policy-and-publications>.
- The documents are specifically accessible at:
 - https://www.nasa.gov/sites/default/files/atoms/files/eoo_policy_statement_tagged.pdf;
 - https://www.nasa.gov/sites/default/files/atoms/files/n_pd_3713_002j_main.pdf;

- https://www.nasa.gov/sites/default/files/atoms/files/anti-harassment_policy_statement_2016_tagged.pdf; and
- https://www.nasa.gov/sites/default/files/atoms/files/n_pr_3713_0003.pdf.
- Additionally, ODEO is currently updating NASA's EEO and Anti-Harassment Policy Statements, and these updated policy statements will continue to specifically include and reference a prohibition on discrimination (including harassment) based upon sexual orientation and gender identity.
- Employees who believe they have been subjected to discrimination or harassment, and wish to raise a complaint of discrimination based on sexual orientation or gender identity, or any other basis protected under current law, may do so by contacting their Center Equal Opportunity Office (contact information provided at the ODEO website: <https://www.nasa.gov/offices/odeo/center-EO-offices>).
- Detailed information about the NASA EEO Complaints Process is available at: <https://www.nasa.gov/offices/odeo/complaint-process>