



UNITED STATES DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
OCEANIC AND ATMOSPHERIC RESEARCH
Silver Spring, MD 20910
10/03/2020

MEMORANDUM FOR: All OAR Employees

FROM: Craig N. McLean
Assistant Administrator

SUBJECT: Anti-Harassment Policy Statement

The OAR Leadership Team and I are committed to a workplace that is safe for all employees and where everyone is treated with dignity and respect. Workplace harassment, including bullying, offensive comments/conduct, or discrimination based on race, color, religion, sex (including sexual harassment and pregnancy discrimination), sexual orientation including gender identity, national origin, age (40 years of age and over), disability (physical or mental), and genetic information is strictly prohibited and will not be tolerated. Retaliation against those who report prohibited harassment or otherwise oppose discrimination and harassment is also strictly prohibited.

All OAR employees have an integral role in establishing and sustaining a workplace free of harassment. I expect supervisors and managers to demonstrate a zero tolerance and take immediate preventative steps and corrective actions when warranted by the facts and circumstances. Any supervisor or manager informed of alleged prohibited harassment is obligated to address the allegation, including immediately reporting the allegation, in writing, to Tina Eames at tina.eames@noaa.gov or Karolyn Turcotte at Karolyn.turcotte@noaa.gov, Office of Human Capital Services (OCHS) Labor Relations Specialists serving OAR. Managers and supervisors who fail to report the allegation could themselves be subject to disciplinary or adverse action.

For additional guidance on incident reporting and responsibilities of managers and supervisors, please refer to the Department Administrative Order (DAO 202-955), Allegations of Harassment Prohibited by Federal Law, at https://www.osec.doc.gov/opog/dmp/daos/dao202_955.html. Please also refer to the NOAA Administrative Order (NAO 202-1106), Sexual Assault and Sexual Harassment Prevention and Response Policy, at <https://www.noaa.gov/organization/administration/nao-202-1106-noaa-sexual-assault-and-sexual-harassment-prevention-and>

If you have any questions regarding this Anti-Harassment Policy Statement, please contact the OAR EEO/Diversity Program Manager, Nicole S. Mason, at 301-734-1279 or via email at Nicole.mason@noaa.gov. You may also visit the OAR EEO website at www.eeo.oar.noaa.gov.

