

Subject: Equal Employment Opportunity Policy Statement

The Smithsonian Institution is dedicated to being an employer of choice. Our policy is to provide equal employment opportunities to all individuals and to prohibit discrimination based on race, color, religion, sex, national origin, age, disability, genetic information, or pregnancy, childbirth, or related medical conditions.

Employees, contractors, and affiliated persons (e.g. interns, research associates, fellows, and volunteers) are responsible for appropriate professional conduct and behavior and cooperating in the enforcement of this policy. Supervisors and sponsors are responsible for maintaining a work environment free of harassment. Moreover, we must eliminate discriminatory behaviors or practices that create barriers for any members of our workforce so that everyone will have the freedom to compete on a fair and level playing field. Individuals engaging in conduct that violates this policy will be subject to appropriate disciplinary measures up to, and including, removal or disassociation from the Smithsonian.

The protections identified in this policy apply to all management practices and decisions, including recruitment and hiring, performance appraisals, merit promotions, training and career development programs, transfers, reassignments, benefits, and separations. We are committed to ensuring a merit-based approach in all personnel policies, practices, and activities at the Smithsonian—not just as a legal requirement, but as the right thing to do. All Smithsonian employees and job applicants are entitled to legal protections against EEO violations and have the right to raise allegations of discrimination and harassment without fear of reprisal.

The Smithsonian will provide reasonable accommodations for employees and applicants with disabilities, individuals facing limitations related to pregnancy, childbirth, or related medical conditions, and those with sincerely held religious beliefs, observances, and practices, unless providing such accommodations would result in an "undue hardship" for the Smithsonian.

In accordance with federal laws, any acts of retaliation against an employee who engages in protected activities—including but not limited to reporting or opposing discrimination or harassment, participating in the Equal Employment Opportunity (EEO) process, requesting reasonable accommodation, or exercising any appeal or grievance rights provided by law—will not be tolerated.

Smithsonian employees and applicants for employment who believe they have been subjected to discrimination, or harassment, or to retaliation for participating in EEO activity, or for opposing discrimination, should contact the Office of Equal Opportunity (OEO) at Capital Gallery, 600 Maryland Avenue, SW, 7th Floor, Suite 7078 or by email at EEO-Complaint@si.edu or by phone at 202-633-6430, within calendar 45 days of the alleged discriminatory act.