



**National Radio Astronomy Observatory**

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**Equal Employment Opportunity  
Non-Discrimination, Harassment and Anti- Bullying Statement  
Veteran Non-Discrimination Statement**

The National Radio Astronomy Observatory is committed to creating a work environment in which all individuals are treated with respect and dignity.

- Each individual has the right to work in a professional atmosphere, i Each individual has the right to work in a professional atmosphere, including a workplace free of sexual harassment and workplace bullying.
- The Observatory will monitor and review the application/recruitment process to ensure that all applicants are treated fairly. There will be no discrimination against any employee or applicant for employment because of mental or physical disability.
- The Observatory adheres to the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA) which prohibits job discrimination and requires federal contractors and subcontractors to take affirmative action to employ and advance in employment qualified Vietnam era veterans, special disabled veterans, recently separated veterans, and veterans who served on active duty during a war on in a campaign or expedition for which a campaign badge has been authorized. This law is enforced by the Veterans' Employment and Training Service (VETS).
- The Observatory will select the best qualified candidate to perform the duties of an available position and will give first consideration to present employees whenever practical.

The Observatory encourages the reporting of all perceived incidents of discrimination, bullying, harassment, or retaliation, regardless of the offender's identity or position. Individuals who believe that they have been the victim of such conduct should pursue their concerns through NRAO's formal or informal complaint procedures: with their immediate supervisor, any member of management, the Human Resources Manager, or any Ombuds representative. In line with best practices, we have strengthened our "Reporting Workplace Concerns" policy by establishing a web and telephone-based reporting tool (AUI Ethics & Integrity Line) supported by an expert, completely independent third party, which allows employees (and others, such as suppliers, visitors, students) to make entirely confidential reports, directly to the AUI President. AUI has partnered with EthicsPoint, a world-leader in these systems to manage and host this reporting tool. Reports entered in the system are completely confidential. The AUI Ethics & Integrity Line allows you to follow-up concerns and interacts completely anonymously with the system until the matter is resolved.

Anthony J. Beasley