

NASA'S ANTI-HARASSMENT POLICY

Approved by the Executive Committee on September 25, 2023

Equal Opportunity

It is NASA's policy to ensure equal opportunity without discrimination or harassment on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, or any other characteristic protected by law. NASA prohibits all such discrimination and harassment.

Harassment Defined

Harassment on the basis of any protected characteristic is strictly prohibited. Harassment includes verbal, written, or physical conduct that denigrates or shows hostility toward an individual on the basis of any of the above listed protected factors and that has the purpose or effect of creating an intimidating, hostile, or offensive environment or has the purpose or effect of interfering with an individual's performance or ability to participate in NASA events.

Harassing conduct includes epithets, slurs, or negative stereotyping; threatening, intimidating, or hostile acts; denigrating jokes, offensive texts, and inappropriate emails.

Sexual harassment means any unwelcome conduct, comment, gesture, or contact of a sexual nature, whether on a one-time basis or in a continuous series of incidents that might reasonably be expected to embarrass or offend an individual. Sexual harassment also includes any unwelcome sexual advances, requests for sexual favors, and other verbal or physical unwelcome conduct.

Prohibited Conduct

As a professional organization, NASA is committed to diversity, equity, respectful treatment of all members, and professional treatment of ideas at all NASA events. NASA seeks to provide a professional atmosphere in which diverse participants may learn, network, and participate in an environment of mutual respect. Conduct that is prohibited includes:

- Harassment or intimidation based on race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, or any other characteristic protected by law
- Sexual harassment or intimidation, including unwelcome sexual attention, stalking, or unsolicited physical contact
- Harassment, intimidation, or coercion based upon a position as a committee member or any position of influence
- Abusive, lewd, or threatening conduct
- Bullying, harassment or unprofessional conduct toward volunteers, members, or other participants at NASA events
- Physical violence or threats of violence
- Sexually charged communications or conduct