



**National Transportation  
Safety Board**

**Memorandum**

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**Date:** September 15, 2014  
**To:** All NTSB Employees  
**From:** Christopher H. Hart, Acting Chairman  
**Subject:** NTSB Equal Employment Opportunity Policy

The National Transportation Safety Board (NTSB) will maintain a model work environment that is free from unlawful discrimination by fostering equal employment opportunities and building and maintaining a positive work environment through mutual respect, integrity and fair treatment. The NTSB prohibits any discrimination based on an individual's race, color, sex (including sex stereotyping or gender identification), pregnancy or childbirth, sexual orientation, national origin, religion, age, disability (mental or physical), family medical history, and genetic information.

Managers and supervisors must lead by example to ensure that the workplace is free from all forms of unlawful discrimination, hostility, intimidation, reprisal, and harassment. I expect managers and supervisors also to ensure that all employees are given equal opportunity for training and participation in NTSB career development programs, promotions, awards, details, work life programs and all other applicable benefits of federal employment.

The NTSB supports the rights of employees to exercise all available rights under the civil rights statutes. Reprisal against individuals who engage in protected activity will not be tolerated. Employees or applicants who believe they have been subjected to unlawful discrimination or reprisal for opposing unlawful discrimination at the agency should contact the Office of Equal Employment Opportunity, Diversity, and Inclusion (EEODI) within 45 days of the alleged unlawful discrimination or reprisal action as required under *29 Code of Federal Regulations* 1614. Managers and supervisors are accountable for ensuring equal employment opportunity.

I thank you for your continued professionalism and for contributing to a workplace that is free from unlawful discrimination or reprisal.