



JAN 08 1997

TO: All NIH Employees

FROM: Deputy Director, NIH

SUBJECT: Policy Statement on Diversity and Equal Employment Opportunity

In a recent visit to NIH, the Deputy Secretary of the Department of Health and Human Services reiterated the commitment of the Department and the Secretary, as well as his personal dedication, to equal employment opportunity and diversity initiatives that improve our workplace environment. I want to reemphasize this same commitment by the NIH leadership. As we approach the celebration of the birthday of Martin Luther King, Jr., I ask you to join me in recommitting ourselves to promoting a work environment free from all forms of discrimination and harassment, to reflecting a culture of fairness and diversity at all levels, and to providing opportunities that enable each individual to develop to his or her full potential.

I encourage all employees to express their ideas and opinions as a means of enhancing productivity and enriching the decision-making processes within NIH.

I invite managers, supervisors, and all other employees to join me in rededicating our efforts toward ensuring that the NIH provides an all-inclusive, discrimination-free workplace. Through our combined commitment to managing diversity and equal opportunity, the NIH will continue its proud reputation as one of the foremost medical research institutions in the world.

A handwritten signature in cursive script, reading "Ruth L. Kirschstein".

Ruth L. Kirschstein, M.D.