



DEPARTMENT OF HEALTH & HUMAN SERVICES

Public Health Service

MAY 25 1994

National Institutes of Health  
Bethesda, Maryland 20892

TO: All Employees  
FROM: Director, NIH  
SUBJECT: Policy Statement on Equal Employment Opportunity

The Secretary of Health and Human Services and the Assistant Secretary for Health have delineated the Department and PHS policies for equal employment opportunity. I am committed to carrying out those policies and to providing the leadership to achieve an NIH work force where each employee has the opportunity to grow, develop, and contribute to the mission of the NIH to his or her fullest potential.

I am committed to making the NIH a model institution in regard to fairness in all that we do. I recognize that to do so, we must change the NIH. We have begun to see some change, as indicated by a new and enhanced recruitment and retention policy for scientific staff and an active program to bring minority students into the NIH intramural laboratories. Further, Clifford Alexander and Associates, a highly regarded and experienced consultant firm, has been engaged to assist the NIH in establishing a comprehensive approach to the resolution of problems surrounding race and sex discrimination, including discrimination based on sexual orientation. The firm will also assist the NIH in developing a long-range plan to ensure a culture of fairness, an equitable workplace, and a work force representative of diversity at all grade levels.

Over the past several months, the NIH has received considerable attention regarding allegations of race and gender discrimination and sexual harassment. These issues will continue to have my full attention and will be addressed in a vigorous manner. Simply, discrimination and harassment in any form will not be tolerated. Employees or applicants for employment who believe they have been victims of discrimination may exercise their rights by consulting the Office of Equal Opportunity for assistance without fear of reprisal or retaliation. The achievement of total equality and diversity must be an NIH community commitment.

A handwritten signature in cursive script that reads "Harold Varmus".

Harold Varmus, M.D.