

Equal Employment Opportunity (EEO) and Diversity

NIST P 1200.00

Issue Date: 3/14/2019

Effective Date: 6/1/2011

PURPOSE

This directive prescribes the policy for the Equal Opportunity and Diversity Programs at the National Institute of Standards and Technology (NIST). NIST and the Department of Commerce are leading forces for economic growth. We foster the conditions for the nation's economic growth and opportunity by promoting innovation, measurement science, and collaborative standards development.

We recognize that in order to be successful as a federal agency, we must practice the principles of mutual respect and equal access to employment opportunities. As we continue to foster the conditions for technological innovation and economic development through robust standards, our commitment to the following principles will enhance our ability to carry out the mission of the agency.

SCOPE

This policy applies to all NIST employees.

LEGAL AUTHORITIES

- [Title VII of the Civil Rights Act of 1964, as amended](#)
- [The Pregnancy Discrimination Act of 1978](#)
- [The Equal Pay Act of 1963 \(EPA\)](#)
- [The Age Discrimination in Employment Act of 1967, as amended](#)
- [Title I of the Americans with Disabilities Act of 1990 \(ADA\), as Amended \(ADAAA\)](#)
- [Sections 102 and 103 of the Civil Rights Act of 1991](#)
- [Sections 501 and 505 of the Rehabilitation Act of 1973](#)
- [The Genetic Information Nondiscrimination Act of 2008 \(GINA\)](#)

POLICY

NIST does not tolerate discrimination based on race, color, religion, sex (including gender identity and sexual orientation), pregnancy, national origin, age (40 years of age and older), disability (including the provision of reasonable accommodation), genetic information, and

