




December 21, 2023

MEMORANDUM FOR: All OAR Staff

FROM: Steven Thur, Ph.D.
Assistant Administrator 

SUBJECT: Anti-Harassment Policy Statement

The OAR Executive Leadership Team and I are committed to promoting a respectful and safe environment that allows employees to thrive, achieve their potential, and contribute to the success of our mission. Workplace harassment, including bullying, offensive comments/conduct, or discrimination based on race, color, religion, sex (including sexual harassment and pregnancy discrimination), sexual orientation including gender identity, national origin, age (40 years of age and over), disability (physical or mental), and genetic information is strictly prohibited and will not be tolerated. Retaliation against those who report harassment or oppose discrimination and harassment is unacceptable and will not be tolerated.

All OAR staff have an integral role in establishing and sustaining a workplace free of harassment. I expect supervisors and managers to demonstrate a zero tolerance approach and take immediate preventative steps and corrective actions when warranted by the circumstances. Any supervisor or manager informed of alleged prohibited harassment is obligated to address the allegation, including immediately reporting the allegation, in writing, to Alison Cockerille at alison.cockerille@noaa.gov or Bobby Allen at bobby.allen@noaa.gov, Office of Human Capital Services (OCHS) Labor Relations Specialists serving OAR. Managers and supervisors who fail to report the allegation could themselves be subject to disciplinary or adverse action.

For additional guidance on incident reporting and responsibilities of managers and supervisors, please refer to the Departmental Administrative Order (DAO 202-955), Allegations of Harassment Prohibited by Federal Law, at https://www.osec.doc.gov/opog/dmp/daos/dao202_955.html. Please also refer to the NOAA Administrative Order (NAO 202-1106), Sexual Assault and Sexual Harassment Prevention and Response Policy, at <https://www.noaa.gov/organization/administration/nao-202-1106-noaa-sexual-assault-and-sexual-harassment-prevention-and>.

If you have any questions regarding this Anti-Harassment Policy Statement, please contact the OAR EEO/Diversity Program Manager, Nicole S. Mason, at 301-734-1279 or via email at nicole.mason@noaa.gov. You may also visit the OAR EEO website at <https://eeo.oar.noaa.gov>.