



**National Radio Astronomy Observatory**

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January 1, 2010

**Equal Employment Opportunity  
Non-Discrimination and Harassment Statement**

The National Radio Astronomy Observatory is committed to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits discriminatory practices, including sexual harassment.

The Observatory will take affirmative action to ensure that applicants are employed, and that all employees are treated during employment, without regard to their race, color, religion, sex, age, disability, marital status, citizenship, or any other characteristic protected by law. Further, the Observatory will take affirmative action to employ, advance in employment, and otherwise treat qualified handicapped individuals, qualified disabled veterans, and veterans of the Vietnam Era without discrimination based on their disability or veteran's status in all employment practices. The Observatory will select the best qualified candidate to perform the duties of an available position and will give first consideration to present employees whenever practical.

The Observatory has developed a policy statement, training, and communications for the conveyance of its policies on affirmative action, non-discrimination, and harassment. Besides this posting, your Employee Handbook will provide general guidance on these matters. The complete policies are contained in the "Supervisors Manual," Sections 1 and 21; and are available for review in each of the Observatory libraries. Copies of the policies are available from the Observatory Human Resources Offices, your supervisor, or any Ombuds representative.

The Observatory encourages the reporting of all perceived incidents of discrimination, harassment, or retaliation, regardless of the offender's identity or position. Individuals who believe that they have been the victim of such conduct should pursue their concerns through NRAO's formal or informal complaint procedures: with their immediate supervisor, any member of management, the Human Resources Manager, or any Ombuds representative.

Please contact James Firmani, Human Resources Manager, at (434) 296-0205 or [jfirmani@nrao.edu](mailto:jfirmani@nrao.edu) with any questions or concerns related to this policy.

A handwritten signature in black ink that reads "Fred K.Y. Lo". The signature is written in a cursive style and is positioned above a horizontal line.

K.Y. Lo, Director