



UNITED STATES DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
OFFICE OF MARINE AND AVIATION OPERATIONS
Silver Spring, Maryland 20910

NOV 29 2019

MEMORANDUM FOR: All NOAA Commissioned Corps Officers

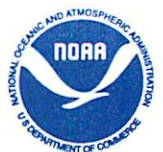
FROM: Rear Admiral Michael J. Silah, NOAA
Director, NOAA Corps

SUBJECT: Standards of Conduct

As Director, I want to ensure all NOAA Corps officers are familiar with, and faithfully observe the laws and regulations pertaining to ethics as well as appropriate standards of conduct for federal employees. I expect NOAA Corps officers to exercise appropriate judgment at all times and in all areas, and adhere to policy regarding harassment, fraternization, drug and alcohol use, and the use of government property and equipment. It is incumbent upon each of us to understand the directives, regulations and policies that apply; ensure our actions and decisions are guided by them and know we are responsible and accountable for our professional and personal behavior.

As Commissioned Officers you commit to uphold the standards of ethics and conduct. The following policies are available for your reference, review, and reminder of the principles to which we are committed.

- Standards of Conduct for Employees of the Executive Branch – <https://www.oge.gov/Web/oge.nsf/Employee%20Standards%20of%20Conduct>
- DOC Office of General Counsel – <http://www.commerce.gov/os/ogc>
- DOC Office of Civil Rights – <http://www.osec.doc.gov/ocr/>
- DAO 202-995 Allegations of Harassment Prohibited by Law - http://www.osec.doc.gov/opog/dmp/daos/dao202_955.html
- NAO 202-1106: NOAA Sexual Assault and Sexual Harassment Prevention and Response Policy - https://www.corporateservices.noaa.gov/ames/administrative_orders/chapter_202/202-1106.html
- DOC Drug-Free Workplace – <https://www.commerce.gov/hr/employees/drug-free-workplace>
- NOAA Policy Statement on Non-Discrimination and Equal Employment Opportunity – https://www.corporateservices.noaa.gov/ocao/NOAA_eeo_policy_statement_on_equal_employment_opportunity.html



- NOAA Policy Statement on Diversity and Inclusion Equal Employment Opportunity and Diversity Management Handbook

In addition to the reference above, NOAA Corps Officers are subject to the NOAA Corps Directives (NCD) – <https://www.corpscpc.noaa.gov/procedures/directives.html>. Particular attention should be directed to Chapter 13, Equal Employment Opportunity and Chapter 7, Discipline, Part 4 – Offenses and Penalties, in particular, NCD 07406 – Fraternization.

It is imperative that we uphold the highest moral and ethical standards, and create a dynamic and productive work environment, which comports with the principles we uphold as public servants. Employees seeking additional information regarding the references listed should contact NOAA's Office of Civil Rights. NOAA Corps officers requesting clarification on the NCD should contact the Director, CPC on 301-713-3444 or at Director.cpc@noaa.gov