



UNITED STATES DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
OFFICE OF MARINE AND AVIATION OPERATIONS
Silver Spring, Maryland 20910-3282

December 20, 2021

MEMORANDUM FOR: NOAA Commissioned Officer Corps

FROM: Rear Admiral Nancy Hann, NOAA
Director, NOAA Corps

Nancy Hann, RADM/NOAA

SUBJECT: Required Annual Standards of Conduct and Policy Review

As Director, I want to ensure all NOAA Corps Officers are familiar with and faithfully observe the laws and regulations about ethics and appropriate federal employees' standards of conduct. I expect NOAA Corps Officers to exercise proper judgment at all times and adhere to the policy regarding harassment, fraternization, drug and alcohol use, and the use of government property and equipment. It is incumbent upon us to understand the directives, regulations, and policies that guide our actions and decisions and hold us 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 reference, review and serve as a reminder of our commitment to these principles.

- [Standards of Conduct for Employees of the Executive Branch](#)
- [DAO 202-995 Allegations of Harassment Prohibited by Law](#)
- [NAO 202-1106: NOAA Sexual Assault and Sexual Harassment Prevention and Response Policy](#)
- [DOC Drug-Free Workplace](#)
- [NOAA Policy Statement on Equal Employment Opportunity](#)
- [NOAA Policy Statement on Diversity and Inclusion](#)

In addition to the references above, NOAA Corps Officers are subject to the [NOAA Corps Directives \(NCD\)](#). Officers should direct attention to Chapter 13, Equal Employment Opportunity and Chapter 7, Discipline, Part 4 - Offenses and Penalties, in particular, NCD 07406 - Fraternization.

We must uphold the highest moral and ethical standards and create a dynamic and productive work environment, which comports with the principles we support 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 at 301-713-3444 or Director.cpc@noaa.gov.

