

NIH Workplace Civility and Equity Survey Resources Page

This survey asks questions about your personal experience with harassment and discrimination that some may find uncomfortable or unsettling. NIH provides its workforce, including trainees/fellows, with a full service, confidential [Employee Assistance Program \(EAP\)](#), staffed by professionals with licensure and certification in workplace wellness and behavioral health. For more information about the EAP's full range of services, please read the [EAP brochure](#) or visit their website at <https://www.ors.od.nih.gov/sr/dohs/HealthAndWellness/EAP>. For the trainee/fellow community, the [Office of Intramural Research and Education \(OITE\)](#) also has several Wellness Counselors available to make one-on-one appointments. Trainees and fellows may contact oite-wellness@nih.gov for an appointment.

It is important to remember that this survey is not a way to make a formal complaint of harassment or discrimination. If you would like to report your experience of harassment or related inappropriate conduct, please visit the Civil website at <https://civilworkplace.nih.gov> and click the red button that says, "Report a Concern". There you can report a concern directly to Civil or receive information about reporting to other offices that are able to assist. Trainees/fellows who wish to make an anonymous report to Civil or who would like support through the Civil process can reach out to the OITE Director (sharon.milgram@nih.gov) for support and guidance.

If you have a question or feel that you are being discriminated against, please contact The NIH Office of Equity, Diversity, and Inclusion (EDI) at 301-496-6301, email edi.resolutions@nih.gov, or submit a complaint through our [online complaints system](#).

If you are not sure and would like to discuss your concerns with offices that operate under principles of confidentiality and are not required to take action, please contact the [Office of the Ombudsman](#) at 301-594-7231 or the [Employee Assistance Program \(EAP\)](#) at 301-496-3164.

If you have been asked to respond to allegations of harassment or inappropriate conduct in accordance with NIH Policy Manual Chapter 1311: Preventing and Addressing Harassment and Inappropriate Conduct and have questions about the process, please review the [Toolkit for Respondents](#) and [Frequently Asked Questions](#) to assist with navigating the process.