Northrop Grumman's employee assistance programs (EAP) and Work/Life programs, both in our training and education offerings, provide “best” practices to avoid contributing or promoting stigma, particularly in regards to mental health issues. Our EAP guidelines are also discussed in all managers training webinars. For example:

- Refrain from “labeling” practices when referring to people (i.e., alcoholic, schizophrenic).
- Do not describe someone as mentally ill
- Do not talk about a person as though they are helpless, deficient or a victim
- Include all people, when possible, in workplace meetings and discussions
- Learn as much as possible about human behavior and those actions that contribute to the welfare of all people

In addition to the above, our EAP staff works continuously to act as “role models” as this relates to healthy interactions among all people. Our EAP communicates this by way of trainings – mostly included in webinars – and also, written communications at every opportunity. Education on this issue is always at the forefront of all we do and working to prevent the stigmas that often exist. Too often ignored is the stigma associated with people who are challenged with drug/addiction; they suffer from misconceptions and discrimination frequently.

**Support for Veterans**

Northrop Grumman is committed to supporting its employees who served and who are still serving as active members of the guard and reserve. In 2016, we established a team of leaders to develop and/or enhance programs to support our veteran employees. The Veterans Inclusion Committee focused on areas such as enhancing the on-boarding experience by providing additional support for those transitioning for the first time to civilian employment, establishing a Navigator, or Buddy, program for new employees, ensuring our veteran employees were provided education on topics such as professional development, benefits—both Northrop Grumman's and what is available through the Veterans Administration—and ensuring our veterans community was connected through our military ERG, VERITAS.

In addition, our Operation IMPACT (Injured Military Pursuing Assisted Career Transition) program has supported over 2,000 severely injured combat wounded veterans, and their family members, with career transition support, assisting to identify employment opportunity with Northrop Grumman as well as over 80 committed companies through our Network of Champions.

**Workplace Accommodations**

At Northrop Grumman, valuing people means creating a culture that inherently respects and values differences, one that recognizes and thrives on the unique contributions individuals bring to work. Many of the company's initiatives are designed to create a work place that is highly engaged, inclusive, and maximizes the contributions, innovation, and performance of all employees.

The mission of the Northrop Grumman Workplace Accommodations organization is to provide effective accommodations, accessibility programming and services in a professional and responsive manner. We aspire to create a world-class culture of inclusion which maximizes the contributions of individuals of all abilities, and raise Northrop Grumman's internal and external profile as an employer of choice.

In July 2015, the Workplace Accommodations system called “ACCOMMODATE” was launched which allows employees, applicants, and visitors to request reasonable accommodations via an online portal. Requests are fulfilled through a centralized budget instead. This has helped to reduce stigma around requesting accommodations associated with PTSD, anxiety, stress and other mental health issues. The company reaps the benefits of increased employee productivity and engagement through the equipment and services provided as part of the accommodations program.