



Dear Colleagues,

Science and law form the backbone of policymaking at the U.S. Environmental Protection Agency. The agency's [scientific integrity policy](#), written in 2012, notes that EPA's "ability to pursue its mission to protect human health and the environment depends upon the integrity of the science on which it relies." Today, I am reaffirming scientific integrity as a core value at EPA and outlining concrete steps to reinforce the agency's commitment to science.

On January 27, 2021, President Biden issued a [Presidential Memorandum on Restoring Trust in Government Through Scientific Integrity and Evidence-Based Policymaking](#), wherein he stated: "It is the policy of my Administration to make evidence-based decisions guided by the best available science and data." That principle should guide all of us as we pursue EPA's mission to protect public health and the environment.

President Biden's memorandum directs all federal agencies and departments to take several actions to ensure our work adheres to the highest level of integrity. EPA's Science Advisor and Scientific Integrity Official are leading a dedicated team to implement the memorandum, including:

- Reviewing and evaluating the agency's scientific Federal Advisory Committees to ensure they include top-tier experts to provide independent scientific and technological advice and have instituted proper safeguards against conflicts of interest.
- Reviewing and updating any agency policies, processes, and practices that impede the development of critical scientific assessments and prevent the best available science and data from informing the equitable delivery of programs. As we undertake this review, I will be providing additional direction and guidance to the agency's senior leaders.
- Building on the agency's existing commitment to evidence-based policymaking by fostering a culture of evaluation and continuous learning.

Rigorous analysis and the frank expression of scientific views is a legitimate and necessary aspect of the scientific endeavor. Challenging ideas and assumptions guards against inadequate science, flawed analysis, and insufficient evidence. In contrast, manipulating, suppressing, or otherwise impeding science has real world consequences for human health and the environment. When politics drives science rather than science informing policy, we are more likely to make policy choices that sacrifice the health of the most vulnerable among us.

I pledge to be an Administrator who encourages the open exchange of differing scientific and policy positions. I also promise you that retaliation, retribution, intimidation, bullying, or other reprisals will not be tolerated.

Scientific integrity is everyone's responsibility, from career staff and political appointees to contractors and grantees. In that spirit, I want to hear from all EPA employees. I have two asks of you:

- The President's scientific integrity memorandum requires the agency to review and update any EPA reports, data, and other materials issued or published that are inconsistent with the Biden Administration's commitment to scientific integrity. Please bring any items of concern to the attention of your deputy scientific integrity official or Francesca Grifo, EPA's Scientific Integrity Official. Scientific integrity issues can also be confidentially reported to the EPA Office of the Inspector General. The hotline number is 1-888-546-8740.
- In the coming weeks, you will receive an invitation to respond to an agency scientific integrity survey. Please give us your perspective on this important issue so that we may better continue to improve our work in this critical area. You can also [join](#) the 2021 Agency-wide Annual Meeting on Scientific Integrity on **March 31st from 1:00 – 3:00 p.m. ET.**

We all are at EPA because of our commitment to its mission to protect human health and the environment. Please know the depth of my respect and appreciation for all of you who work tirelessly to ensure our science is of the highest quality and use it to inform our decision-making.

Michael S. Regan
Administrator