

June 18, 2004

MEMORANDUM TO: Stephen D. Dingbaum
Assistant Inspector General for Audits

FROM: Patricia G. Norry /RA/ /s/
Deputy Executive Director for Management Services

SUBJECT: NRC's IMPLEMENTATION OF REGULATIONS CONCERNING
NONDISCRIMINATION BASED ON HANDICAP (OIG 04-A-14)

This is in response to your May 24, 2004 memorandum transmitting the subject audit report. Within the report there were seven recommendations to the Executive Director for Operations. With respect to these recommendations, I submit the following:

Recommendation 1

Resolve the 2-year old railing issue with GSA so it does not become a repeat finding during the next GSA inspection.

Response

Agree. Recommendation closed as of May 19, 2004, when ADM provided evidence that GSA accepted the handrail as being "satisfactory" as is.

Recommendation 2

Institutionalize the disability program in a single management directive to ensure that all aspects of the program are addressed and that it is consistently implemented.

Response

Agree. There are several management directives and a policy/procedures document (the Procedures) that cover disabilities and reasonable accommodation.

The Office of Human Resources, in conjunction with other offices, will develop a single disability program directive addressing the various aspects of the program. The directive will incorporate the Procedures, will include appropriate information from the other directives, and will cross reference and provide appropriate links to those directives as well. Upon issuance of this directive, the Procedures will be cancelled. This task will be completed in the 3rd quarter of FY 2005.

Recommendation 3

Provide new employees with a copy of the Procedures as part of their orientation on the first day of work.

Response

Agree. A copy of the Procedures is currently being given to new employees as part of their orientation.

Recommendation 4

Update the NRC's Information Guide for People with Disabilities on a regular basis to ensure that all information is current.

Response

Agree. This task will be completed in the 2nd quarter of FY 2005.

Recommendation 5

Revise Management Directive 11.6, Financial Assistance Program, to identify and define SBCR's role in accordance with 10 CFR 4, Subpart B.

Response

Agree. This task will be completed in the 2nd quarter of FY 2005.

Recommendation 6

Accurately report to DOJ the disability related data for recipients of NRC's financial assistance.

Response

Agree. The next DOJ report will be based on data that SBCR obtains from the Division of Contracts' database.

Recommendation 7

Conduct compliance reviews as required by 10 CFR 4, Subpart B.

Response

Agree. Consistent with 10 CFR 4, Subpart B, the Agency will conduct appropriate compliance reviews to ensure that financial recipients do not discriminate against disabled individuals.

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