COMSECY-06-0060

November 28, 2006

MEMORANDUM TO: Chairman Klein
Commissioner McGaffigan
Commissioner Merrifield
Commissioner Jaczko
Commissioner Lyons

FROM: Luis A. Reyes ***/RA/***
Executive Director for Operations

SUBJECT: NRC POLICY FOR PREVENTING AND ELIMINATING HARASSING CONDUCT IN THE WORKPLACE

Enclosed is the NRC's draft policy statement regarding workplace harassment (Enclosure 1) for Commission review and approval. The purpose of the statement is to reinforce and heighten awareness of the agency position that it will not tolerate harassing conduct in the workplace. This policy also aligns the agency with the Equal Employment Opportunity Commission guidance on the best practices that characterize a model Equal Employment Opportunity (EEO) program.

On April 17, 2006, I provided the Commission a draft of the policy and procedures to obtain your general views and feedback. Subsequently, the staff engaged the National Treasury Employees Union (NTEU) in discussions of the policy. NTEU provided particularly useful suggestions regarding usage of plain language in lieu of legalistic terminology and the importance of ensuring prompt feedback to individuals seeking relief and to those against whom an allegation has been made. Other NTEU proposals have not been adopted inasmuch as they compromise management's statutory right to make inquiry into allegations of misconduct and take subsequent, appropriate action when misconduct is revealed.

I also am including the draft Yellow Announcement to be transmitted to all employees after approval of the policy.

I look forward to your approval of this policy, as it provides an important benefit to the agency in its endeavor to remain one of the highest rated Federal workplaces.

Enclosures:
1. NRC Draft Policy for Preventing and Eliminating Harassing Conduct in the Workplace
2. Draft Yellow Announcement

cc: SECY
OGC
OCA
OPA
CFO

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