

EDO Principal Correspondence Control

FROM: DUE: 12/08/11 1:00 p.m. EDO CONTROL: G20110844  
DOC DT: 12/05/11  
FINAL REPLY:

Representative Darrell Issa

TO:

Chairman Jaczko

FOR SIGNATURE OF :

\*\* PRI \*\*

CRC NO: 11-0642

Chairman Jaczko

DESC:

Current Environment at the NRC and Management  
Commitment to its Values and Culture  
(EDATS: SECY-2011-0654)

ROUTING:

Borchardt  
Weber  
Virgilio  
Ash  
Mamish  
OGC/GC  
Cohen, HR  
Burns, OGC  
Schmidt, OCA

DATE: 12/07/11

ASSIGNED TO:

CONTACT:

EDO

Rihm

SPECIAL INSTRUCTIONS OR REMARKS:

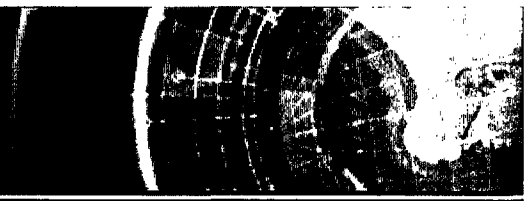
Please prepare response in accordance with OEDO  
Notice 2009-0441-02 (ML093290179). HR to provide  
input to Roger Rihm, OEDO, if required. Roger  
Rihm to coordinate response with OGC and OCA.

Template: SECY-017

E-RIDS: SECY-01

# EDATS

Electronic Document and Action Tracking System



**EDATS Number:** SECY-2011-0654

**Source:** SECY

## General Information

**Assigned To:** OEDO

**OEDO Due Date:** 12/8/2011 1:00 PM

**Other Assignees:**

**SECY Due Date:** 12/9/2011 11:00 PM

**Subject:** Current Environment at the NRC and Management Commitment to its Values and Culture

**Description:**

**CC Routing:** HR; OGC; OCA

**ADAMS Accession Numbers - Incoming:** NONE

**Response/Package:** NONE

## Other Information

**Cross Reference Number:** G20110844, LTR-11-0642

**Staff Initiated:** NO

**Related Task:**

**Recurring Item:** NO

**File Routing:** EDATS

**Agency Lesson Learned:** NO

**OEDO Monthly Report Item:** NO

## Process Information

**Action Type:** Letter

**Priority:** Medium

**Signature Level:** Chairman Jaczko

**Sensitivity:** None

**Urgency:** NO

**Approval Level:** No Approval Required

**OEDO Concurrence:** YES

**OCM Concurrence:** NO

**OCA Concurrence:** NO

**Special Instructions:** Please prepare response in accordance with OEDO Notice 2009-0441-02 (ML093290179). HR to provide input to Roger Rihm, OEDO, if required. Roger Rihm will coordinate response with OGC and OCA.

## Document Information

**Originator Name:** Representative Darrell Issa

**Date of Incoming:** 12/5/2011

**Originating Organization:** Congress

**Document Received by SECY Date:** 12/7/2011

**Addressee:** Chairman Jaczko

**Date Response Requested by Originator:** 12/9/2011

**Incoming Task Received:** Letter



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# Congress of the United States

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STAFF DIRECTOR

December 5, 2011

The Honorable Gregory B. Jaczko  
Chairman  
U.S. Nuclear Regulatory Commission  
Washington, D.C. 20555-0001

Dear Chairman Jaczko:

At the recent all-hands meeting of the Nuclear Regulatory Commission (NRC), NRC staff asked the Commissioners how they should react to “allegations of abusive behavior and harassment of staff by senior level management.”<sup>1</sup> It is encouraging that responding Commissioners urged NRC employees not to ignore it and to take a stand to prevent such behavior. Left unchecked, abuse and harassment undermine the NRC’s mission and long standing commitment to fostering a culture that encourages employee participation at all levels of the organization.

The NRC’s organizational values of “integrity, service, openness, commitment, cooperation, excellence, and respect” have historically guided Commissioners and staff alike. They are a part of the NRC’s identity, influencing everything from how the Commission conducts itself as a regulator to daily interactions among employees. Commitment to these values is a source of pride for NRC employees, and one of the principle reasons the NRC was voted the best place to work in the federal government for three straight years prior to 2011.

The American people benefit when the NRC, like the industry it regulates, maintains an open, collaborative work environment – one in which all employees have a voice, without fear of reprisal or negative consequences. If any individual at the NRC, and especially one in a leadership position, are undermining this open, collaborative work environment, he or she should be held accountable. An environment in which openness and collaboration have been chilled at any federal regulator is damaging. Allowing such an environment to persist at the nation’s nuclear regulator is wholly unacceptable and undermines the NRC staff’s ability to carry out their important mission.

So that I may better understand the current environment at the NRC, please provide written responses to the following questions no later than December 9, 2011:

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<sup>1</sup> Transcript, All Employees Meeting, U.S. Nuclear Regulatory Commission (Oct. 20, 2011) at 57, *available at* <http://www.nrc.gov/reading-rm/doc-collections/commission/tr/2011/20111020.pdf>.

The Honorable Gregory B. Jaczko

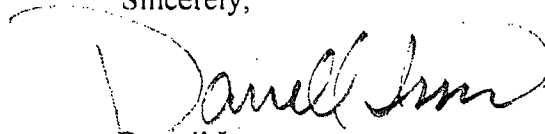
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1. Do you believe the current work environment at the NRC is consistent with the Commission's values and culture? Please provide the basis for, and any examples necessary to inform, your response.
2. During your tenure on the Commission, have you observed a change in the NRC management's commitment to its values and culture? Please specifically address any changes to the work environment in terms of openness and collaboration.

I appreciate your prompt attention to this request and look forward to discussing this and other matters related to the NRC's management and operations at the December 14, 2011, Committee hearing. If there is any additional information you feel would be helpful to the Committee, I encourage you to provide it in advance of the scheduled hearing date. Please contact John Ohly of the Committee staff at (202) 225-5074 with any questions about this request.

Sincerely,

A handwritten signature in black ink, appearing to read "Darrell Issa". The signature is written in a cursive style with a large, sweeping initial "D".

Darrell Issa  
Chairman

cc: The Honorable Elijah E. Cummings, Ranking Member