

EDO Response to Working Group Recommendations

| Consideration | Recommendation | EDO Response | Lead Organization |
|---|---|--------------------------------------|--|
| 1. Demonstrate management commitment and accountability. | Develop and implement a Differing Views Campaign to include training and communications. | Endorse Working Group Recommendation | OE lead with support of OCHCO, OGC, and SBCR |
| | Complete the formal assessment of the Differing Views Programs with the outcome to inform the Campaign. | Endorse Working Group Recommendation | OE |
| | Develop and implement a neutral fact-finding process to provide an avenue whereby employees can raise allegations of retaliation for submitting and/or participating in the Differing Professional Opinion/Non-Concurrence process. | Endorse Working Group Recommendation | Working Group (OE, OCHCO, OGC, and SBCR) |
| 2. Survey all employees to ask whether they believe they have experienced reprisal for raising mission-related concerns or differing views. | Review the 2017 Federal Employee Viewpoint Survey and 2015 Office of the Inspector General (OIG) Safety Culture Survey results to determine additional actions or areas to be pursued in the Campaign. | Endorse Working Group Recommendation | Working Group (OE, OCHCO, OGC, and SBCR) |
| | Provide OIG proposed survey questions related to reprisal for consideration in the Calendar Year (CY) 2019 OIG Safety Culture Survey. | Endorse Working Group Recommendation | OE |

| Consideration | Recommendation | EDO Response | Lead Organization |
|--|---|--------------------------------------|--|
| 3. Establish and maintain a comprehensive policy and procedures to prevent, identify, investigate, and address reprisal for raising mission-related concerns or differing views. | Implementation of the neutral fact-finding process from Consideration 1 captures this item. | Endorse Working Group Recommendation | Working Group (OE, OCHCO, OGC, and SBCR) |
| 4. Establish an Advisory Review Panel to review proposed employment actions on an as-needed basis before the actions are taken to determine whether any of the factors of retaliation are known to be present and to advise on mitigation strategies to address the potential for the actions to cause a chilling effect and, if already alleged, respond to concerns of chilling effect and chilled work environment. | Do not adopt; no further action. | Endorse Working Group Recommendation | |
| 5. Examine existing training and consider enhancing, adding, or replacing. | Implement this consideration along with the Differing Views Campaign discussed in Consideration 1. | Endorse Working Group Recommendation | Working Group (OE, OCHCO, OGC, and SBCR) |
| 6. Enhance communication on whistleblower rights and protections. | Implement this consideration along with the Differing Views Campaign discussed in Consideration 1. Due to recent legislation, this action is in progress. | Endorse Working Group Recommendation | OGC |

| Consideration | Recommendation | EDO Response | Lead Organization |
|---|---|--------------------------------------|--|
| 7. Continue to communicate the value of raising mission-related concerns and differing views and that the agency does not tolerate reprisal for speaking up or using the differing views processes. | Implement this consideration along with the Differing Views Campaign discussed in Consideration 1. | Endorse Working Group Recommendation | OE lead with support of OCHCO, OGC, and SBCR |
| 8. Establish an agency-level advisory committee on environment for raising mission-related concerns and differing views. | Review the charter for the Diversity Management and Inclusion Council (DMIC) to consider adding a Differing Views subgroup to the DMIC, as appropriate. If added to the DMIC, the Differing Views subgroup should conduct an independent review of any challenges or issues related to the Differing Views Program. In addition, the subgroup should analyze any relevant data from future surveys and report the results to the Office of Enforcement. | Endorse Working Group Recommendation | SBCR |
| 9. Establish an annual Meritorious Service Award. | Do not adopt; however, review the criteria for the existing NRC's Mission, Values, and Principles of Good Regulation (MVP) award to ensure that the differing views elements are appropriately addressed and characterized. Also, the communication for management commitment to this MVP award can be added to the Differing Views Campaign recommended under Consideration 1. | Endorse Working Group Recommendation | OCHCO |