

Special Message from the SBCR Director



The NRC's Office of Small Business and Civil Rights (SBCR) wants to assure employees, applicants, and members of the public that we are continuing to safeguard the Agency's equal employment opportunity (EEO) and civil rights non-discrimination laws while ensuring that all of our programs, activities, and services are consistent with NRC's mission, policies, and guidelines.

Amidst the challenges we are all facing during these uncertain and unprecedented times, we will continue to advance opportunities in the workplace by demonstrating our unwavering commitment to the principles of EEO and cultivate a civil work environment that is free from discrimination, harassment, and retaliation. If you are a current NRC employee, former employee, and/or job applicant for employment, and believe you may have been discriminated on the bases of your race, color, religion, sex (including sexual orientation, gender identity, and pregnancy), national origin, age, disability, marital status, parental status, political affiliation, military service, genetic information, and/or reprisal, you must initiate contact with SBCR within forty-five (45) calendar days of the date of the alleged discriminatory event or in the case of a personnel action, within 45 calendar days of the effective date of the action and SBCR will promptly, fairly, and impartially process your EEO complaint of discrimination.

If you believe you may have been subjected to discrimination, harassment, or retaliation, you may initiate an EEO complaint by completing the [Civil Rights EEO Programs Contact Form](#) or sending an email to EEOPrograms@nrc.gov to further the processing of your matter. For additional information regarding NRC's Civil Rights Program for EEO Complaints and related matters, please visit the [SBCR Webpage](#) and review the list of sources identified below.

Take good care NRC family, and know that we're all in this together. Stay Safe!

Sincerely,

Vonna

Vonna L. Ordaz
Director
Office of Small Business and Civil Rights

EEO/Civil Rights Resources

- [Alternative Dispute Resolution \(ADR\) Program Manual](#)
- [ADR Program Brochure](#)
- [EEO Complaint Process Flow Chart](#)
- [Reasonable Accommodation Policies and Procedures](#)
- [COVID-19 - Processing Information for All Parties in Federal EEO Processing under 29 CFR Part 1614](#)