



UNITED STATES NUCLEAR REGULATORY COMMISSION

Yellow Announcement: YA-22-0055

Date: July 18, 2022

TO: All NRC Employees

SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The people of the U.S. Nuclear Regulatory Commission (NRC) are its greatest strength and so it is imperative we emphasize our commitment to advance the principles of Equal Employment Opportunity (EEO) and eliminate unlawful discrimination, harassment, and retaliation in the workplace.

The NRC must be a model for others in promoting diversity, equity, inclusion, and accessibility. This can be done by continuing to demonstrate fairness, dignity, and respect for all our current and former employees and applicants for employment, regardless of their race, color, religion, sex (including sexual orientation, gender identity and expressions, and pregnancy), national origin, age, disability, marital status, parental status, political affiliation, military service, and genetic information. In addition, the NRC must also be proactive in preventing employees and applicants for employment from being subjected to reprisal for participating in protected activities or opposing practices made unlawful by relevant civil rights statutes and regulations.

We must continue to be vigilant in cultivating a civil workplace that is free from discrimination and harassment by addressing and eliminating all forms of harassing behavior and misconduct, discrimination, and retaliation. In the pursuit for our desired culture and change, we must continue taking a holistic approach in changing lives and providing enhanced opportunities for all people by including underserved communities, people of color, women, members of the LGBTQIA+ community, parents, caregivers, people who require religious accommodations at work, persons with disabilities, first-generation professionals and college students, English language learners, immigrants, veterans, and military spouses.

All NRC employees shall comply and accept full responsibility and accountability for ensuring observance of all nondiscrimination laws and policies. We will safeguard EEO by taking prompt and appropriate action to enforce this policy when incidents involving workplace harassment and discrimination are brought to our attention.

If you believe you have been subjected to discrimination, harassment, retaliation and/or have knowledge of discriminatory or harassing behavior as a bystander, you are encouraged to initiate contact with the Office of Small Business and Civil Rights (SBCR) as soon as possible

but no later than 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. SBCR will promptly, fairly, and impartially process your EEO complaint of discrimination. Note: you may express interest in filing an EEO complaint by contacting [SBCR's Civil Rights Team](#), the [Agency's Collateral Duty EEO Counselors](#), SBCR's mailbox at EEOPrograms@nrc.gov, [NRC's EEO eFile Portal](#), [OCHCO's Anti-Harassment Policy](#), or [the NRC and National Treasury Employees Union \(NTEU\) Collective Bargaining Agreement \(CBA\)](#).

Any matter that falls within the scope of the EEO complaint process may be raised in a formal EEO complaint or through the negotiated grievance procedure, but not both. Employees whose claims fall outside the scope of the EEO complaint process (i.e., claims that may not be brought before the EEOC) may nonetheless raise such matters, if otherwise grievable, through the negotiated grievance procedure (CBA Article 46, Grievance Procedures). [See also 29 CFR 1614, Subpart C](#).

I am extremely grateful to you for your dedication and commitment to the mission of the NRC and to one another. As we stand together, let us focus on acting with integrity and professionalism. Let us treat others the way we would like to be treated as we continue to be a model employer and modern, risk-informed regulator.

For additional information regarding NRC's Civil Rights (CR) Program for EEO Complaints and Related Matters, please visit the [SBCR website](#) and/or contact Stephen Smith, Manager, CR Program, SBCR, at stephen.smith2@nrc.gov or (301) 415-0192.

/RA/

Christopher T. Hanson
Chairman

Management Directive Reference: MD 10.161, "[Civil Rights Program and Affirmative Employment and Diversity Management Program](#)"

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 DATED: JULY 18, 2022

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OFFICE	SBCR:CR	SBCR:TA	SBCR: DD	SBCR:OD	OGC: LECL
NAME	SSmith	LMcKoy Moore	JDempsey	VOrdaz	CScott
DATE	04/25/2022	04/26/2022	04/26/2022	04/26/2022	05/02/2022
OFFICE	EDO	OCM	Chairman		
NAME	DDorman	OJM	CTHanson		
DATE	06/29/2022	07/18/2022	07/18/2022		

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