

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Date: June 3, 2024
Expiration Date: June 3, 2029

TO: All NRC Employees

SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

I want to personally reaffirm my commitment to the U.S. Nuclear Regulatory Commission (NRC) staff by reemphasizing that you are its greatest strength. It is imperative that we continue to advance the principles of Equal Employment Opportunity (EEO) and strive to eliminate unlawful discrimination, harassment, and reprisal in the workplace. Our collective efforts to embrace these principles will further instill inclusivity, creativity, and innovation, as well as professional growth at the NRC.

The NRC must be a model employer for others in promoting diversity, equity, inclusion, accessibility, and nondiscrimination for individuals across our programs and activities—ensuring that all employees can compete on a fair and level playing field. We can achieve an environment free from discrimination by continuing to demonstrate fairness, dignity, and respect for applicants for employment, along with our current and former employees, regardless of their race, color, national origin, religion, sex (including sexual orientation, gender identity and expressions, gender pay equity, and pregnancy), age, disability, marital status, parental status, political affiliation, military service, and/or genetic information. The nondiscrimination laws pertain to employment terms and conditions, management practices, and decisions including, but not limited to, recruitment, hiring, merit promotions, transfers, reassignments, job duties, training and career development, benefits, and separations.

In addition, the NRC must uphold its values and be proactive in preventing employees (both current and former), as well as applicants of employment, from being subjected to reprisal for participating in protected activities like engaging in the EEO complaint process, requesting a reasonable accommodation, participating in an inquiry conducted under the Anti-Harassment Policy, or opposing a discriminatory practice based on a good faith belief that EEO laws were violated.

If you believe you have been subjected to discrimination, harassment, and/or reprisal, you must initiate contact with the Office of Small Business and Civil Rights (SBCR) within 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.

You may express interest in filing an EEO complaint, by contacting [SBCR's Civil Rights Team](#), the [Agency Collateral Duty EEO Counselors](#), SBCR's mailbox at EEO.Complaints.Resource@nrc.gov, or file online using NRC's EEO eFile. All employees, and their representatives (if applicable), are entitled to a reasonable amount of official time to engage in the EEO complaint process, in accordance with the Policy Guidance on the Use of Official Time in the EEO Process.

In addition, the Office of the Chief Human Capital Officer (OCHCO) administers the agency's [Anti-Harassment Policy](#) and information on reporting, investigating, and resolving allegations of harassment may be accessed through OCHCO's webpage. Please note that if a matter is brought to the attention of SBCR that also falls under the Anti-Harassment Policy, SBCR will refer the matter to the Designated Official, in addition to processing any possible EEO complaint.

Finally, 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 Equal Employment Opportunity Commission) may nonetheless raise such matters, if otherwise grievable, through the negotiated grievance procedure ([Collective Bargaining Agreement](#) Article 46, Grievance Procedures). See *also* Title 29 of the Code of Federal Regulations § 1614.301.

I am extremely grateful to you for your dedication and commitment to the mission of the NRC and to one another. As we work together to make a difference, let us focus on acting with integrity and professionalism. Collectively, we will safeguard EEO by taking prompt and appropriate action to enforce this policy when incidents involving workplace harassment or discrimination are brought to our attention.

For additional information regarding NRC's Civil Rights Program, please visit the SBCR webpage and/or contact Stephen Smith, Program Manager, Civil Rights Program, SBCR, (301) 415-0192.

/RA/
Christopher T. Hanson
Chair

Management Directive Reference: M.D. 10.161, "Civil Rights Program and Affirmative Employment and Diversity Management Program," Section I, "Policy"