



# UNITED STATES NUCLEAR REGULATORY COMMISSION

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**Date:** June 14, 2024

**TO: All NRC Employees**

**SUBJECT: SECTION 508 ACCESSIBILITY POLICY STATEMENT**

The U.S. Nuclear Regulatory Commission (NRC) is committed to ensuring that all individuals, including those with disabilities and members of the public, have access to the agency's digital content and technology by meeting and exceeding the requirements of [Section 508 of the Rehabilitation Act of 1973](#), as amended (29 U.S.C. § 794d). Section 508 requires Federal agencies, when they develop, procure, maintain, or use electronic and information technology (also known as ICT), to ensure individuals with disabilities have access to and use of information and data comparable to the access and use afforded to individuals without disabilities, unless doing so would impose an undue burden on the agency. Examples of ICT include software, hardware, web content, and electronic documents.

The [Standards for Section 508 of the Rehabilitation Act](#) (36 CFR 1194.1) are technical requirements and criteria used to measure ICT accessibility conformance within the law. The standards incorporate the [Web Content Accessibility Guidelines](#) 2.0, Level A and Level AA Success Criteria and Conformance Requirements. For more information about Section 508 and the technical standards, please visit the [Section 508/ICT Accessibility Guidance intranet site](#).

The Office of Small Business and Civil Rights (SBCR), in partnership with the Office of the Chief Information Officer and the Office of Administration, is responsible for ensuring the agency's digital content is perceivable, operable, understandable, and robust for all users, including those with disabilities. For those who have a complaint or believe the NRC is in violation of Section 508, you may contact SBCR, which is responsible for processing and investigating complaints arising under Section 508. Individuals with disabilities (applicants for employment, any Federal employees, and members of the public) may file an Equal Employment Opportunity (EEO) complaint with SBCR requesting that existing ICT, such as an NRC-branded website or a document, that does not comply with the Standards for Section 508 be reviewed and brought into compliance. Such complaints shall be filed with SBCR at (301) 415-7380, 1-800-877-8389 (by Federal Relay), at [EEOPrograms.Resource@nrc.gov](mailto:EEOPrograms.Resource@nrc.gov), or both. Complaints alleging discrimination will be processed in accordance with the NRC's implementing regulations for Section 501 and/or Section 504 of the Rehabilitation Act of 1973. (See 10 CFR 4.570 Compliance Procedures).

Additionally, any matter that falls within the scope of the EEO complaint process may be raised in a formal EEO complaint or through the agency's 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 EEO Commission) may nonetheless raise such matters, if otherwise grievable, through the negotiated grievance procedure ([Collective Bargaining Agreement](#) Article 46, Grievance Procedures). See also 29 CFR 1614, Subpart C.

The agency regularly reviews and assesses its digital content and technology to identify and address accessibility barriers. If you have feedback on the accessibility of any NRC ICT, please contact John Beatty, Section 508 Program Manager at [Section508.Resource@nrc.gov](mailto:Section508.Resource@nrc.gov), or the NRC Reasonable Accommodation Coordinator, at [Reasonable\\_Accommodations.Resource@nrc.gov](mailto:Reasonable_Accommodations.Resource@nrc.gov), or both. Please identify the ICT product name, location, such as the web address (URL), and the specific problem you encountered.

The NRC is dedicated to cultivating an inclusive digital environment that respects the diverse needs of all individuals. Recognizing that accessibility is an ongoing endeavor, the agency is committed to advancing accessibility initiatives to ensure equal access to information and services for everyone. All NRC employees play an important contributing role, whether authoring accessible documents or seeking to acquire accessible products and services. As we stand together and advocate for others, let's continue to be a model employer by fostering an open, inclusive, and collaborative work environment.

**/RA/**

Christopher T. Hanson  
Chair

Management Directive References:

1. M.D. 10.161, "[Civil Rights Program and Affirmative Employment and Diversity Management Program](#)," Section I, "Policy"
2. Management Directive Reference: MD 10.162, "[Disability Programs and Reasonable Accommodation](#)"

Other References:

1. NRC's Digital Accessibility Statement, "[Section 508 / ICT Accessibility Guidance - Home](#)"
2. "[Equal Employment Opportunity \(EEO\) Policy Statement](#)," dated July 24, 2023