

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Date: July 24, 2023

Expiration Date: July 25, 2028

TO: All NRC Employees

SUBJECT: UPDATE - 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 eliminate unlawful discrimination, harassment, and retaliation in the workplace. Our collective efforts to embrace these principles will further instill a greater sense of belonging, creativity and innovation, and professional growth at the NRC.

The NRC must be a model employer for others in promoting diversity, equity, inclusion, accessibility, nondiscrimination, and equal access for all individuals across all our programs and activities and ensure that all employees will have the freedom to compete on a fair and leveled playing field. 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, gender pay equity, and pregnancy), national origin, age, disability, marital status, parental status, political affiliation, military service, and genetic information. In addition, the NRC must uphold its values and 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 of our desired culture, 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 Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual+ 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. EEO covers all personnel and employment programs, management practices, and decisions, including, but not limited to, recruitment, hiring, merit promotions, transfers, reassignments, training and career development, benefits, and separations.

If you believe you have been subjected to discrimination, harassment, retaliation and/or have knowledge of discriminatory activity, 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. There are several ways 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 EEOPrograms@nrc.gov, or [NRC’s EEO eFile](#). 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.

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 (Collective Bargaining Agreement Article 46, Grievance Procedures). See also Title 29 of the *Code of Federal Regulations* Section 1614, “Federal Sector Equal Employment Opportunity,” Subpart C, [“Related Processes.”](#) You can find additional information in the [Collective Bargaining Agreement](#).

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 to make a difference, 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 Program for EEO Complaints and Related Matters, please visit the [SBCR site](#) and/or contact [Stephen Smith](#), Program Manager, Civil Rights Program, SBCR, (301) 415-0192.

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Christopher T. Hanson
Chair