



## **DEFENSE NUCLEAR FACILITIES SAFETY BOARD**

Washington, DC 20004-2901

March 4, 2025

### **DEFENSE NUCLEAR FACILITIES SAFETY BOARD EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

The Defense Nuclear Facilities Safety Board (DNFSB) is committed to achieving and maintaining a broad and accepting workforce free of discrimination, harassment, and retaliation. We value differences and draw strength from the innovation and creativity that breadth of perspectives brings to our work. DNFSB is committed to a culture of acceptance, integrity, dignity, and respect, ensuring all employees have the freedom to compete on a fair and level playing field.

It is DNFSB's policy to provide equal opportunity in all personnel/employment programs, management practices, and decisions, including but not limited to recruitment, hiring, merit promotions, transfers, reassignments, training and career development, benefits, and separations. DNFSB prohibits discrimination based on race, color, religion, sex<sup>1</sup>, national origin, age (40 or older), disability (mental or physical), genetic information, pregnancy, childbirth, or related medical conditions, and reprisal/retaliation for engaging in protected activity or other non-merit-based factors. Regarding the basis of pregnancy, the Pregnant Workers Fairness Act (PWFA) requires agencies to provide reasonable accommodations to employees' known limitations related to pregnancy, childbirth, or related medical conditions unless such an accommodation would pose an undue hardship to the agency.

Consistent with federal laws, reprisal against those who initiate discrimination complaints, exercise the appeals or grievance right, serve as witnesses, or otherwise oppose discrimination is strictly prohibited. Managers and supervisors must be alert to issues of discrimination and must work together with employees for the prompt and equitable resolution of disputes.

Any DNFSB employee or applicant who believes that they have been subjected to discrimination or retaliation and would like to initiate an EEO complaint must contact an EEO counselor within 45 calendar days from the day the discrimination or reprisal action occurred as required under Title 29 Code of Federal Regulations part 1614. You can find additional information about the EEO program on DNFSB's public webpage, intranet, or by contacting the DNFSB's Civil Rights Director.

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<sup>1</sup> For the purpose of this policy, 'sex' is interpreted consistent with applicable federal law and binding legal precedent.

In the event of a workplace EEO dispute, employees also have the option of using DNFSB's alternative dispute resolution (ADR) program, as a part of resolving the conflict. This program offers mediation, an informal, problem-solving process where parties voluntarily agree to attempt to resolve their differences with the assistance of a neutral third party, as part of the EEO complaint process.

Employees will be subject to appropriate disciplinary action if they are found to have engaged in discrimination, harassment, or retaliation. Harassment of any form, including sexual harassment, is unacceptable and will not be tolerated. Discrimination based upon political affiliation or marital status is prohibited by Title 5 United States Code section 2302. DNFSB employees and applicants who believe they have been subjected to discrimination based upon marital status or political affiliation should contact the Office of Special Counsel at [www.osc.gov](http://www.osc.gov) to file a complaint.

Our skilled workforce must represent the breadth of America. All employees, regardless of hiring mechanism or position, must actively support and adhere to this policy. DNFSB's commitment to EEO is not only a legal obligation but is also a moral imperative (we treat others with respect and value the humanity of each and every person) and a business imperative (to attract and retain talent, to be innovative to enhance our workplace culture, and to deliver the best value on behalf of the American people).

Equal Employment Opportunity is at the heart of what makes an effective and productive workforce. DNFSB is dedicated to removing barriers to participation by enforcing EEO laws and policies, advancing broad representation, and providing an environment free of discrimination and harassment where all employees are valued and can contribute to their fullest potential.

For questions or concerns, contact the Civil Rights Director of the DNFSB's Division of Civil Rights, Mr. Randee Artis, at 202-826-9671 or at [randee.artis@dnfsb.gov](mailto:randee.artis@dnfsb.gov).

A handwritten signature in black ink that reads "Thomas A. Summers". The signature is fluid and cursive, with a horizontal line drawn underneath it.

Thomas Summers  
Acting Chair