



DEFENSE NUCLEAR FACILITIES SAFETY BOARD

Washington, DC 20004-2901

July XX, 2019

DEFENSE NUCLEAR FACILITIES SAFETY BOARD EQUAL EMPLOYMENT OPPORTUNITY POLICY

The Defense Nuclear Facilities Safety Board (DNFSB) is proud of its role in providing oversight of the Department of Energy's defense nuclear facilities. As part of that role, we are committed to achieving and maintaining a diverse and inclusive workforce free of discrimination, harassment and retaliation. We value differences and draw strength from the innovation and creativity that diversity brings to our work.

It is DNFSB's policy to provide equal opportunity in all personnel/employment programs, practices, and decisions, and to prohibit discrimination based on race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability, genetic information, marital status, veteran's status, political affiliation, and reprisal for engaging in protected activity or other non-merit based factors. DNFSB is committed to a culture of inclusion, integrity, dignity and respect. These protections extend to all management practices and decisions, including recruitment and hiring practices, appraisal systems, promotions, training, and career development programs.

Managers and supervisors must be alert to issues which might result in allegations of discrimination, and must work together with employees for the prompt and equitable resolution of disputes.

Consistent with federal laws, acts of retaliation against an employee who engages in protected activity, whistleblowing, or the exercise of any appeal or grievance right provided by law will not be tolerated in our workplace. In addition, consistent with the Alternative Dispute Resolution Procedures OP-622.1, the DNFSB will not tolerate retaliation against ADR participants.

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.

Our skilled workforce must represent the diversity of America. Promoting diversity and inclusion is a joint endeavor; all employees, regardless of hiring mechanism or position, must actively support and adhere to this policy. DNFSB's commitment to EEO, diversity and inclusion 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 on behalf of the American people).

Any DNFSB employee or applicant who believes that he or she has 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 occurred. You can find additional information about the DNFSB's EEO Program on the intranet.

Equal employment opportunity, diversity and inclusion are at the heart of what makes an effective and productive workforce. DNFSB is dedicated to removing impediments to inclusion by enforcing EEO laws and policies, advancing diversity, and providing an environment free of discrimination and harassment where all employees are valued and can contribute to their fullest potential.

Bruce Hamilton
Chairman

AFFIRMATION OF BOARD VOTING RECORD

SUBJECT: 2019 EEO Policy Statement

Doc Control#: 2019-300-0041

The Board acted on the above document on 08/06/2019. The document was Approved.

The votes were recorded as:

	APRVD	DISAPRVD	ABSTAIN	NOT PARTICIPATING	COMMENT	DATE
Bruce Hamilton	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	08/05/2019
Jessie H. Roberson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	08/06/2019
Joyce L. Connery	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	08/05/2019

This Record contains a summary of voting on this matter together with the individual vote sheets, views and comments of the Board Members.

Shelby Qualls

Executive Secretary to the Board

Attachments:

1. Voting Summary
2. Board Member Vote Sheets

DEFENSE NUCLEAR FACILITIES SAFETY BOARD

NOTATIONAL VOTE RESPONSE SHEET

FROM: Bruce Hamilton

SUBJECT: 2019 EEO Policy Statement

Doc Control#: 2019-300-0041

DATE: 08/05/2019

VOTE: Abstain

COMMENTS:

This 2019 EEO Policy Statement combines Equal Employment Opportunity requirements and Diversity and Inclusion initiatives, but these are distinctly and fundamentally separate in nature and should not be intertwined. EEO, originating from and required by statute, is a passive constraint prohibiting discrimination in the workplace as an illegal activity. Diversity and Inclusion is a proactive human capital initiative with the stated rationale of improving the quality and productivity of the workforce. Unlike EEO, Diversity and Inclusion is imposed not by statute but by Presidential Executive Order 13583 of August 18, 2011, which establishes Diversity and Inclusion as a goal in the federal workplace. Combining Diversity and Inclusion in this Policy Statement dilutes the attention placed on EEO.

My proposed amendment to remove Diversity and Inclusion from this Policy Statement was not supported by the majority of the Board, so I decline to approve this document.

That said, I also decline to disapprove this document, since such disapproval might mistakenly taint my full-throated support for EEO.

I therefore abstain.

Bruce Hamilton

DEFENSE NUCLEAR FACILITIES SAFETY BOARD
NOTATIONAL VOTE RESPONSE SHEET


FROM: **Jessie H. Roberson**

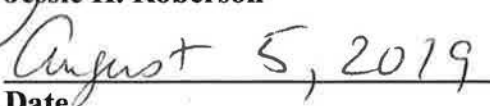
SUBJECT: **2019 EEO Policy Statement**

Doc Control#2019-300-041

Approved **Disapproved** _____ **Abstain** _____
Recusal – Not Participating _____

COMMENTS: **Below** _____ **Attached** _____ **None**



Jessie H. Roberson


Date

DEFENSE NUCLEAR FACILITIES SAFETY BOARD

NOTATIONAL VOTE RESPONSE SHEET

FROM: Joyce L. Connery

SUBJECT: 2019 EEO Policy Statement

Doc Control#: 2019-300-0041

DATE: 08/05/2019

VOTE: Approved

COMMENTS:

None

Joyce L. Connery