



DEFENSE NUCLEAR FACILITIES SAFETY BOARD

Washington, DC 20004-2901

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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 (ADR) 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.

Thomas A. Summers

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Acting Chairman