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**DEFENSE NUCLEAR FACILITIES  
SAFETY BOARD**

Washington, DC 20004-2901



**DEFENSE NUCLEAR FACILITIES SAFETY BOARD**

**EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

The Defense Nuclear Facilities Safety Board (DNFSB) is firmly committed to Equal Employment Opportunity (EEO). DNFSB provides equal opportunity in employment for its workforce and applicants for employment without regard to race, color, religion, sex (including gender identity, sexual orientation and pregnancy), national origin, age, disability, genetic information, political affiliation, and marital or parental status, including the provision of reasonable accommodations for qualified applicants and employees with disabilities or genetic information. Reprisal against those who initiate discrimination complaints, serve as witnesses, or otherwise oppose discrimination is strictly prohibited.

This policy applies to all management practices and employment actions, including but not limited to recruitment and hiring practices, appraisals, promotions and compensation, and training and career-development programs.

All employees share a responsibility for establishing a climate of equal opportunity and mutual respect. Each employee is expected to maintain a productive and non-discriminatory work environment and to treat all colleagues with respect and professionalism. Any employee who acts in a manner contrary to this policy will be subject to disciplinary action. In addition, managers and supervisors will be held accountable for their support of the DNFSB's EEO policy.


In furtherance of DNFSB's policy regarding Equal Employment Opportunity, DNFSB has developed a written Equal Employment Opportunity Program which sets forth the policies, practices and procedures that DNFSB is committed to in order to ensure that its policy of nondiscrimination is accomplished. This is available on the DNFSB Intranet for DNFSB employees and in the Division of Human Resources for inspection by any employee or applicant for employment upon request, during normal business hours. Interested persons should contact the Director of EEO.

In the event of a workplace dispute, I remind all managers, supervisors, and employees of the DNFSB's Alternative Dispute Resolution (ADR) Program. This program offers mediation, an informal, voluntary problem-solving process, where the parties voluntarily agree to attempt to resolve their differences with the assistance of a third party neutral (non-DNFSB employee). The rights of employees and management under ADR are the same as in the formal EEO process. When a dispute cannot be resolved through ADR, the aggrieved employee may pursue the complaint through the regular EEO process by filing a formal complaint. Under DNFSB's ADR program, an employee may seek to mediate the dispute any time.

Mutual respect for all and adherence to the principles of equal employment opportunity are not only bedrock principles of our country, but they also undergird the success of good government. We expect all managers, supervisors, and employees to carry out their duties according to the principles of this policy.

Joyce L. Connery

Chairman, Defense Nuclear Facilities Safety Board

  
Signature  
June 29, 2016  
Date