



DEFENSE NUCLEAR FACILITIES SAFETY BOARD

Washington, DC 20004-2901

October 10, 2023

DEFENSE NUCLEAR FACILITIES SAFETY BOARD EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The Defense Nuclear Facilities Safety Board (DNFSB) is 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. DNFSB is committed to a culture of inclusion, integrity, dignity, and respect.

It is DNFSB's policy to provide equal opportunity in all personnel/employment programs, practices, and decisions, and to work to prevent and effectively address discrimination in all forms. DNFSB prohibits discrimination based on race, skin 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.

These protections extend to all management practices and decisions, including recruitment and hiring practices, appraisal systems, promotions, training, and career development programs. 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.

DNFSB has developed a written Equal Employment Opportunity Program, which sets forth policies, practices, and procedures for discrimination complaints and appeals. 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 occurred. You can find additional information about the EEO program on DNFSB's intranet or by contacting the EEO manager.

In the event of a workplace EEO dispute, employees also have the option of using DNFSB's alternative dispute resolution 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 difference 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.

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 value on behalf of the American people).

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.

A handwritten signature in black ink, reading "Joyce L. Connery". The signature is written in a cursive style with a large, looping initial "J".

Joyce L. Connery
Chair