

Diversity, Equity, Inclusion, and Accessibility Policy Statement

Date: March 06, 2024

Expiration Date: March 07, 2029

TO: ALL NRC Employees

SUBJECT: DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY POLICY STATEMENT

It is my strongly held view, and the policy of the U.S. Nuclear Regulatory Commission (NRC), that acceptance and incorporation of diversity, equity, inclusion, and accessibility (DEIA) principles in our day-to-day management and work is critical to upholding our agency's mission. NRC employees must consider DEIA in all agency operations and maintain a work environment free from discriminatory harassment and intimidation. Diversity and inclusion efforts are paramount to achieving our agency's desired culture and represent the best of who we are at the NRC.

Executive Order (EO) 13583, "Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workplace," provides that the Federal Government serve as a model of equal opportunity. It is my expectation that the NRC workforce uphold a strong commitment to equal opportunity for all employees and job applicants and that this expectation be clearly communicated and emphasized at all levels.

The NRC's culture is based on fostering an open and collaborative work environment, such that all members of the workforce feel able to participate fully in carrying out the NRC's important regulatory responsibilities and raise concerns without fear of reprisal or retaliation. The NRC is focusing on efforts to share the principles of diversity and inclusion through training and related activities intended to provide awareness of, and appreciation for, different backgrounds, experiences, cultures, views, and abilities. An ideal workforce is an inclusive workforce, supported by an agency that draws on the creativity and innovation produced by employees with diverse perspectives, approaches, and thoughts. To fully accomplish our important safety and security mission and address the challenges we face, it is imperative that we not only encourage, but welcome, all views to be openly shared and considered as we make significant regulatory decisions.

As Chair, I am committed to advancing the principles of diversity and inclusion throughout the NRC. I encourage all employees to thoughtfully consider how to best support the NRC's Inclusive Diversity Strategic Plan. For more information on NRC's expectations, staff may reference Management Directive 10.161, "Civil Rights Program and Affirmative Employment and Diversity Management Program," Handbook Section II, "Affirmative Employment and Diversity Management (AEDM) Program."

Thank you for your commitment to the agency's diversity and inclusion policy, upholding the ideals of selfless public service, for bringing your whole selves to work every day, and for everything you do to uphold our mission to protect the American public.

/RA/

Christopher T. Hanson