



**UNITED STATES  
NUCLEAR WASTE TECHNICAL REVIEW BOARD**  
2300 Clarendon Boulevard, Suite 1300  
Arlington, VA 22201

**December 28, 2022**

## **EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

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The U.S. Nuclear Waste Technical Review Board (Board) is firmly committed to providing equal opportunity for all employees and applicants for employment regardless of race, color, religion, sex (including sexual orientation, pregnancy, and gender identity), national origin, age, disability (mental or physical), genetic information, protected equal employment opportunity (EEO) activity, parental or marital status, marital status, protected veteran status, or political affiliation, or , or reprisal for prior EEO activity. Board and staff members must ensure that all aspects of employment, including recruitment, hiring, upgrading, promotions, demotions, layoffs, recall, termination, rates of pay, benefits, assignments, transfers, training, evaluations, awards, discipline, and adverse actions are conducted in compliance with Board policies, EEO laws and regulations, and civil rights laws. The Board is also committed to increasing employment and advancement opportunities for members of groups underrepresented in our workforce and protected under federal nondiscrimination statutes. All applicants and employees have the freedom to compete for employment and advancement opportunities on a fair and equitable playing field.

In furtherance of its EEO policy, the Board is developing an EEO Program to set forth in writing the policies, practices, and procedures that the Board is committed to in order to ensure its policy of nondiscrimination is accomplished. While under development, the draft policy will be available for inspection by any employee or applicant for employment upon request, by contacting Neysa Slater-Chandler, Director of Administration, via email at [slater-chandler@nwtrb.gov](mailto:slater-chandler@nwtrb.gov), or by phone at 703-235-4480 during normal business hours. Once developed, the program will be available on both the Board's intranet and internet sites.

All Board members and staff have an obligation to value and respect the differences of their fellow employees. Board employees will be held accountable for compliance with EEO laws and policies, ensuring that their actions demonstrate respect for human differences, and treating their colleagues with dignity, respect, and professionalism.

The Board's executive leadership has an obligation to create an environment in which all employees are judged on their merit and to promote a workplace that complies with all laws concerning equal employment. They are expected to promote the Board's EEO policy in all employment activities. The Board's leadership will be held accountable for identifying and correcting discrimination in the agency. The Board will ensure that discrimination policies are followed, and that prompt and appropriate action is taken to provide a work environment that is free of unlawful discrimination, intimidation, reprisal, and harassment.

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 person who files an EEO complaint, participates in an investigation of a complaint, or who opposes an illegal

employment practice is protected from reprisal or retaliation. Consistent with federal laws, acts of retaliation against an employee who engages in an EEO protected activity, such as reporting discrimination or harassment or participating in the EEO process, whistleblowing, or the exercise of any appeal or grievance right provided by law will not be tolerated. Any employee who acts in a manner contrary to this policy will be subject to disciplinary action.

Employees are expected to bring any concerns about discrimination, retaliation, or harassment in any form to the attention of management as soon as possible. The Board takes all allegations seriously, and the Board's leaders are expected to consider and respond to any reported concerns promptly and appropriately. The Board remains dedicated to creating and maintaining an inclusive work environment that fosters dignity and respect for all people.

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Nathan Siu  
Chair