

BROOKHAVEN NATIONAL LABORATORY  
EQUAL OPPORTUNITY &  
AFFIRMATIVE ACTION POLICY STATEMENT

Our mission to do world-class research is advanced by having a diverse workforce. Fair treatment and equal opportunity for all employees in an environment free from harassment should be regarded as the Laboratory's way of doing business. As Director of Brookhaven National Laboratory (BNL), I reaffirm the Laboratory's commitment to Equal Employment Opportunity, Affirmative Action, and diversity in the workplace.

It is BNL's policy to:

- Provide equal employment opportunities (EEO) to all employees and applicants.
- Be proactive in making equal opportunity (EO) at BNL a reality. This includes promotions, pay equity, and salary increases.
- Ensure that every employment decision is free from illegal discrimination and complies with laws prohibiting discrimination based on race, color, religion, gender, national origin, marital status, citizenship, age, different abilities, veteran status, sexual orientation, gender identity, and gender expression, parental status, protected genetic information, or other characteristic protected by law or executive order.
- Make reasonable accommodations for qualified employees with different abilities.
- Advise employees of their rights to refer violation of EEO Policy to their supervisor, Human Resources, any senior manager, or directly to the Office of Diversity, Equity, and Inclusion.
- Ascertain that no person engages in retaliatory behavior nor discriminates against any individual who has filed a complaint or assists in an investigation, compliance review, hearing, or other activity related to the administration of the EEO Policy.

With your help, we can continue to be proud of the inclusive work environment at the Laboratory. We will recognize individual differences, and utilize these differences, as well as what we have in common, to continue the Laboratory's reputation as a world-class research institution and an exemplary workplace.

Overall, responsibility for directing and implementing EEO Policy has been assigned to Noel Blackburn, Chief Diversity Officer, the Office of Diversity, Equity, & Inclusion, Ext. 2890 and Robert Lincoln, Chief Human Resources Officer, Ext. 7435. Your feedback and contributions are always welcome.



Doon Gibbs  
Laboratory Director

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