

**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 these policies to their supervisor, Human Resources, any senior manager, or directly to the Diversity Office.
- Ensure that no person engages in retaliatory behavior, or 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 these policies.

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 these policies has been assigned to Shirley Kendall, Manager, Diversity Office and Office of International Services, Ext. 3318 and Robert Lincoln, Chief Human Resources Officer, Ext. 7435. Your feedback and contributions are always welcome.


Doon Gibbs
Laboratory Director

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