

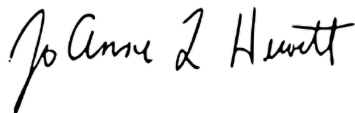
BROOKHAVEN NATIONAL LABORATORY RESPECTFUL WORKPLACE POLICY

A workplace that is conducive to scientific excellence is one in which there is mutual respect for all contributors. Everyone in the Lab community should demonstrate respect through common courtesy, civility, and expect to be treated the same way in return. This atmosphere of mutual respect has enabled us to share many ideas and successes and is crucial to success in our mission. The following BNL Respectful Workplace Policy statement is endorsed by the Laboratory's Senior Leadership Council and documents my fundamental expectation of how all individuals at Brookhaven should interact with each other.

Brookhaven National Laboratory is committed to providing a work environment that promotes learning, research, and productivity through working relationships based on courtesy, civility, and respectful communication. This commitment calls for a workplace where the following beliefs are upheld:

1. All employees—as well as emeriti, users, guests, visitors and students—at BNL, without exception, have an important contribution to make toward the overall success of the Laboratory's mission.
2. The Laboratory's mission is best carried out in an atmosphere where employees, emeriti, users, guests, visitors, and students at all levels value each other and treat each other with respect even in urgent and high-pressure situations.
3. Managers, supervisors, and others in positions of authority should act as role models in promoting such an atmosphere, while continuing to hold employees accountable for effective performance.
4. All employees, emeriti, users, guests, visitors, and students should be able to discuss issues of concern without fear that those discussions will result in retaliation from any employee or manager.
5. All employees emeriti, users, guests, visitors, and students should be able to feel confident in being their authentic selves and foster a psychologically safe environment where everyone can contribute to their fullest potential.

I encourage individuals who believe that they are not being treated in accordance with the terms of this policy to bring their concerns to the attention of his or her line management for resolution.



JoAnne Hewett
Laboratory Director May 2024