Date 05/12/11

Environmental Management Consolidated Business Center (EMCBC)

Subject: Equal Employment Opportunity and Diversity Policy Statement

POLICY STATEMENT APPROVED: _____
EMCBC Director

ISSUED BY: OFFICE OF CIVIL RIGHTS AND DIVERSITY

The purpose of this policy statement is to reaffirm the EMCBC's commitment to Equal Employment Opportunity (EEO) and workplace diversity.

It is the vision of the EMCBC to be a resource of choice for the EM clean-up program and to provide exemplary services to our customers. To ensure delivery of resourceful products and services we must acquire, maintain and include top-quality talent.

As the Director of the EMCBC, I am committed to creating a diverse, high-performing organization that reflects the communities we serve, cultivating an inclusive organization that enables full participation and promotes accountability. Thus, I expect all EMCBC employees, managers, and contractors to fully embrace the principles and concepts of EEO/diversity and inclusion in the workplace.

It is the policy and intent of the EMCBC to provide equality of opportunity for all persons and to prohibit discrimination in all employment related decisions. EMCBC employment decisions are based on merit and prohibited discrimination based race, color, sex (including pregnancy), religion, national origin, age, disability (physical or mental), sexual orientation, protected genetic information, status as a parent, marital status, political affiliation or reprisal for participation in the EEO process will not be tolerated. In addition, sexual harassment, including sexual orientation harassment, is discriminatory when it becomes so frequent or severe that it creates a hostile or offensive work environment or results in an adverse employment action. Prohibited discrimination is counterproductive to our mission and where discrimination is found to have occurred, appropriate corrective and/or disciplinary action will be taken.

As a direct result of the Government-wide Employee Viewpoint Survey (EVS) and the EMCBC FY 2010 Workplace Climate Survey, we've gained valuable employee feedback to improve organizational efficiency and communication, and have since implemented continuous workplace improvement initiatives. Thus, the future vitality of the EMCBC depends on its ability to be provide inclusiveness as well as diversity in the workplace and I want to emphasize *inclusion of all employees*, not just the legally-protected classes, to achieve genuine and credible results.

Please join me, by ensuring that the EMCBC provides an environment that respects and welcomes the contributions of all of its employees – including the varied perspectives, approaches and competencies of those with who we work and of those of whom we serve. We will continue to demonstrate the EMCBC as a leader in meeting challenges and opportunities to create and sustain a diverse and inclusive workforce that best serves our customers.