Equal Employment Opportunity

A mandate of law that employers provide equal opportunity in the terms and conditions of employment to all qualified employees regardless of race, color, religion, sex, national origin, age, physical or mental disability. Additionally, Department Of Energy Order prohibits Discrimination Based upon Sexual Orientation. Federal Executive Orders prohibit discrimination based upon parental status, marital status, pregnancy, genetic information or political affiliation.

What that means for applicants for employment to the EMCBC is that you can expect equal opportunity when applying for a position within our agency.

What that means for employees, is that you can expect employment decisions to be made without regard to the basis mentioned above, and full equal opportunity when it comes to:

- *Training*
- *Career development*
- *Evaluations*
- *Detail assignments*
- *Awards*
- *Duties*
- *Work conditions*
- *Promotion*

For more information on equal employment opportunity laws and policies, see the Equal Employment Opportunity Commission's website: http://www.eeoc.gov

Affirmative Action

Positive results-orientated steps taken to recruit, promote, hire, and train qualified individuals from an underrepresented group as identified by the Equal Employment Opportunity Commission (EEOC) guidelines. For example, a group that is represented in the work-force at a rate that is less then would be expected from the groups representation in the available job market. Affirmative action programs seek to remove barriers and enhance the employment opportunities for all qualified individuals from underrepresented groups.

Federal policy directs agencies to have a Federal Women's Program; Hispanic Employment Program; and a Disabled Employment Program. The EMCBC is committed to these programs, and having Special Emphasis Program Managers within the EMCBC organization. Additionally, the EMCBC addresses recruitment, education and awareness of underrepresented populations through the following Special Emphasis Programs: Native American Indian Program; Asian-American Pacific Islander Program; Black Employment Program; Disability Employment Manager; Federal Women's Program; and the Hispanic Employment Program.

Special emphasis program manager positions are available and open to all employees biannually.

Diversity

A concept that promotes the recognition and respect of the similarities and differences in people and utilizes those similarities and differences to create a successful and creative work environment.

Diversity goes beyond EEO and Affirmative Action, by addressing not only differences, but similarities that are found in the workplace: race, gender, physical and mental ability, color, national origin, religion, work style, communication style, educational background, knowledge of other languages, chosen field of work, level and status in the organization, military and work experience, family status, problem-solving, decision-making, conflict resolution styles, beliefs, attitudes, values, notions of time and personal space, networks, and much more.

Further, diversity at the EMCBC means that we not only understand the similarities and differences that we have with others in the workplace, but also that we seek out opportunities to grow and develop individually to better understand ourselves, and work more effectively with co-workers, internal and external customers, as well as the organizational structure and systems that enhance diversity or perhaps cause barriers to becoming an employer of choice for our workforce, and in accomplishing our mission.

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EEO and Diversity Mission

The mission of the Office of Civil Rights and Diversity is to ensure equal employment opportunity and diversity in all aspects of employment at the EMCBC and customer sites; to promote equal opportunity and diversity in employment and contracting at major facility contractors; to monitor the impact of Departmental policies on minorities, minority businesses and minority institutions; to ensure that employees of the EMCBC and customer sites (federal, contractor and subcontractor) are free to raise concerns, without fear of reprisal, regarding policies and practices that adversely affect the Department's ability to accomplish its mission in a safe and efficient manner; and to assure that small businesses receive a fair and equitable share of contracts and subcontracts.

For additional information, contact:

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U.S. Dept. of Energy
EM Consolidated Business Center

Office of Civil Rights and Diversity

Diversity?

Equal Employment Opportunity?

Affirmative action?

What is the Difference?

Environmental Management
safety ◆ performance ◆ cleanup ◆ closure