


Interoffice Memorandum



Date: March 13, 2023
To: All Employees
From: John C. Wagner, Laboratory Director 
Subject: ANNUAL AFFIRMATIVE ACTION AND DIVERSITY COMMITMENT

Battelle Energy Alliance (BEA) is committed to maturing and sustaining the Department of Energy's Idaho National Laboratory's (INL) mission to discover, demonstrate, and secure innovative nuclear energy solutions, other clean energy options, and critical infrastructure. We believe that developing an inclusive and diverse workforce is critical to our success. INL needs the creative talents and the enthusiastic commitment of every BEA employee. Creativity and commitment thrive in an environment of true inclusive diversity.

BEA is committed to an effective affirmative action program. As a world-class research organization, BEA must recruit, develop, and maintain the best available talent. BEA supports a unique, bias-free workplace where employees and candidates for employment are respected for their talent, experience, and ideas.

BEA is committed to providing employees and applicants for employment with the assurance that all employment decisions are made without regard to race, color, religion, gender, national origin or age. In addition, there will be no discrimination in employment based on marital status, pregnancy, sexual orientation, gender identity/expression, family responsibilities, genetic information, disability, veteran status, or any other characteristic protected by applicable local, state or federal law. Personnel procedures will be administered without discrimination in actions such as recruitment, hiring, transfer, promotion, reduction-in-force, reinstatement, compensation, benefits, training and education, tuition assistance, and social and recreational programs. In addition, BEA will provide reasonable accommodations for religious needs, and for employees with disabilities in accordance with applicable laws.

BEA is committed to maintaining a work environment that is free from discrimination and harassment. In keeping with this commitment, BEA will not tolerate harassment of applicants or employees by anyone, including managers, coworkers, other employees, suppliers, subcontractors or customers of BEA. Employees and applicants shall not be subject to harassment, intimidation, threats, coercion, retaliation or discrimination because they have engaged in or may engage in any activity allowed by law. Each manager and employee are responsible for supporting BEA's objectives and procedures to ensure equal employment opportunity and a work environment free from harassment and discrimination.

Inclusive diversity goes beyond affirmative action. Inclusive diversity encompasses acceptance and respect of individual differences. Individual differences can include race, ethnicity, gender, gender identity/expression, socio-economic status, age, disabilities, religion, physical attributes, sexual orientation, marital status and more. An inclusive work environment values individual differences and encourages employees to contribute to the maximum of their abilities in a safe, fair, and positive environment.

To that end, BEA will seek to be recognized as a model employer in our community and the nation. BEA is committed to inclusive diversity where:

- We respect and value individual differences.
- We collaborate and seek out diverse opinions and viewpoints.
- We attract and retain a diverse workforce.
- We reach our individual potential while in support of business objectives.
- We recognize and reward staff for supporting these key principles.
- Our employees advocate diversity.

Employees should immediately report incidents of harassment or discrimination. Reports may be made to the employee's supervisor or manager, the next level of leadership management, Workplace Concerns & Investigations, Human Resource Business Partner, any member of management, or the Legal Office, as well as anonymously through a 24-hour hotline, Navex (1-855-285-6057), and the Navex Reporting Hotline on our website. During evening, night, weekend, and holiday shifts, reports can be made to the Warning Communications Center (208) 526-1515. Additionally, managers must notify their Human Resource Business Partner immediately upon receiving an allegation of harassment or discrimination.

Disciplinary action, up to and including termination, will be taken for any acts of retaliation directed at an employee who files a complaint, assists or participates in an investigation, opposes any unlawful act or practice, or exercises any other right.

Please join me in maintaining and advancing an inclusive working environment at INL, an environment that is welcoming to diverse talent and enables everyone's success and fulfillment.