

Equal Employment Opportunity, Affirmative Action & Diversity Policy Statement

SRR shall provide equal employment opportunity and a work environment which embraces diversity for all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, age, genetics, gender identity, national origin, disability, status as a veteran, or any status protected by state or federal law. In addition, employees and applicants will not be subjected to harassment, intimidation, threats, or coercion because they have engaged in, or may have engaged in, filing a concern, assisted or participated in an investigation or other protected activity.

The provisions of this policy statement apply to employees and applicants of SRR and to subcontractors performing work for SRR when required by subcontract or applicable law. Procedures pertaining to EEO matters for SRR can be found in the S21 Manual. Any violation of the policy should immediately be reported to the SRR EEO & Diversity Manager.

It is your right and responsibility to report any acts of discrimination. Any applicant or employee who feels he/she has been subjected to or has witnessed an incident of discrimination has the following options:

- 1) Address the concern directly with the individual involved,
- 2) Report the concern to his/her supervisor,
- 3) Report the concern to the SRR EEO & Diversity Manager,
- 4) Report the concern to the SRR Human Resources Manager,
- 5) Use the SRR EEO Hotline at 803-952-4384 to report the concern or
- 6) Report the concern to the DOE-Office of Civil Rights at 803-952-7836

I support the successful implementation of SRR's Affirmative Action Programs. Stephanie Franklin, EEO & Diversity Manager, has my full support relative to the discharge of her responsibilities in this position.

All managers and supervisors will take an active part in SRR's Affirmative Action Plans (Minority & Women, Veterans and Individuals with Disabilities) to ensure all employees and prospective employees are considered and treated in a nondiscriminatory manner with respect to all employment decisions. The plans are available for review with the EEO & Diversity Manager Monday through Thursday, during regular business hours or by appointment.

If you have an issue, questions or concerns regarding the EEO, Affirmative Action and Diversity policy statement you may contact me or Ms. Franklin at 803-208-2594.



Thomas Foster, President and Project Manager

March 3, 2017
Date