Individuals with Disabilities & Protected Veterans Policy Statement

Savannah River Remediation LLC (SRR) is an Equal Opportunity Employer and complies with applicable federal and state laws for protected veterans and individuals with disabilities. The Vietnam Era Veterans’ Rehabilitation Assistance Act (VEVRRA) as amended, and Section 503 of the Rehabilitation Act of 1973 as amended, prohibits federal contractors and subcontractors from discriminating in employment against individuals with disabilities and requires these employers to take affirmative action to recruit, hire, promote and retain these individuals.

SRR will employ and advance qualified individuals with disabilities and protected veterans at all levels of employment. Applicants or employees shall not be subjected to harassment, intimidation, retaliation or discrimination because they engage in filing a concern, assist with or participate in an investigation, compliance evaluation or other activity related to the administration or in exercising their rights under VEVVRA or Section 503 of the Rehabilitation Act of 1973 or other applicable Federal, State or local laws requiring equal opportunity for individuals with disabilities and protected veterans.

An employee who feels he/she has been subjected to harassment, intimidation, retaliation or discrimination has the following options:

1) Address the concern directly with the individual involved in a non-threatening manner,
2) Report the concern to his/her supervisor,
3) Report the concern to the SRR Human Resources Manager,
4) Report the concern to the SRR Diversity & ECP Compliance Manager, or
5) Use the SRR EEO Hotline at 803-952-4354 to report the concern.

It is also your right under the VEVVRA and Section 503 of the Rehabilitation Act of 1973 as amended, to self-identify your disability and veteran status. If you want to self-identify, contact the Diversity & ECP Compliance Manager. Self-identification is a voluntary act and will be treated confidentially. Self-identifying is not a request for a reasonable accommodation. Refer to the S21 Equal Employment Opportunity Administrative Procedures 1.1 Americans with Disabilities Act for additional guidance on reasonable accommodations.

All employees, managers and supervisors will play an active role in modeling professional behaviors and communicating a zero-tolerance level for any type of harassment, intimidation, hostile work environment, retaliation or discrimination in the workplace. We have an open-door policy at SRR. You may exercise the open-door communications policy and discuss the matter with me, any member of management or contact Stephanie Franklin, EEO & ECP Compliance Manager, at 803-208-2594.

[Signature]
Phil Breidenbach, President and Project Manager

3/1/2020
Date