

Management System: Human Resources

Document: Program	Affirmative Action	Document #: ER-092	Issue date: 4/23/2015	Revision #: 001	Revision date: 10/03/2019
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This Policy is not a contract and is not intended to create any obligations on the Laboratory. This Policy may be terminated or changed by the Laboratory at any time, with or without notice.

Fermilab (Fermi Research Alliance LLC), as a federal government contractor, is subject to the [affirmative action](#) provisions of [Executive Order 11246](#). [Executive Order 11246](#) covers all employers with federal government contracts or subcontracts of more than \$10,000. It requires that every contract contain a clause against unlawful [discrimination](#) because of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, genetic information or any other legally protected characteristic. Contractors with 50 or more employees and a contract value of \$50,000 or more must develop and carry out an [affirmative action](#) plan. The Department of Labor Office of Federal Contract Compliance Programs (OFCCP) enforces the Laboratory's compliance with this order. Copies of the Laboratory's plan may be reviewed in the Fermilab Library or in the Workforce Development and Resources Section office.

As a federal government contractor, the Laboratory also has the obligation to develop an [affirmative action](#) program for individuals with disabilities and protected veterans. This is mandated under the provisions of the Vietnam-Era Veteran Readjustment Act of 1974 and Section 503 of the Rehabilitation Act of 1973. Copies of this plan may be reviewed in the Fermilab Library or in the Workforce Development and Resources Section office.

Fermilab/FRA, has established an audit and reporting system to allow for effective measurement of its affirmative action activities.

To implement this policy, Fermilab/FRA will:

- (1)** Recruit, hire, train and promote qualified persons in all job titles, without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, and other legally protected characteristics;
- (2)** Ensure that employment decisions are based only on valid job requirements;

Employees and applicants for employment will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged or may engage in (1) filing a complaint, (2) opposing any act or practice made unlawful by, or exercising any other right protected by, any Federal, State or local law requiring equal opportunity, including Section 503 of the Rehabilitation Act, the affirmative action provisions of VEVRAA, and Executive Order 11246 or (3) assisting or participating in any investigation, compliance evaluation, hearing, or any other activity related to the administration of any Federal, State or local law requiring equal opportunity, including Section 503 of Rehabilitation Act, the affirmative action provisions of VEVRAA, and EO11246.

Nigel Lockyer, Laboratory Director reaffirms support for the EEO policy and the affirmative action program and delegates overall responsibility for the implementation of the affirmative action activities to Laboratory Diversity, Inclusion and EEO Liaison.