

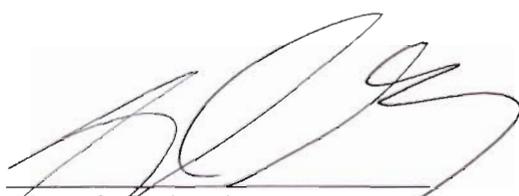
## HSS Culture Policy

The Office of Health, Safety and Security (HSS) provides corporate-level leadership and strategic vision to better coordinate and integrate health, safety, environment, and security for the Department of Energy's vital programs.

Creating a culture that fully utilizes the talents and capabilities of all members of its workforce is critical to the achievement of the HSS mission. HSS will treat its workforce in a humane and respectful manner. HSS will also exercise leadership and innovation in ensuring that Equal Employment Opportunity and inclusion are important considerations in every aspect of employment, including but not limited to: recruitment, hiring, merit promotion, transfer, reassignment, training, career development, benefits, and separation. And finally, HSS will be proactive in preventing unlawful discrimination and in identifying and reporting known incidents of discrimination.

Our commitment must extend far beyond simply reducing or preventing discrimination based on factors such as ethnicity, gender, age, race, disability, religion, and sexual orientation. Inclusion of all employees in HSS is the cornerstone for excellence. We must create an environment in which individuals with different educational backgrounds, work and communication styles feel comfortable voicing opinions and perspectives that differ from the rest of the group. Fostering an inclusive environment that integrates these concepts into our organizational culture will enhance the potential of all employees and will allow for new ideas and fresh approaches to problem solving, improving organizational performance, and workplace relations.

The managers within HSS are responsible for this specific policy and its implementation. However, achieving a truly inclusive environment requires the personal commitment and support of every Federal and contractor employee in HSS. We strongly encourage you to support our efforts in making HSS a model workplace for all our employees.



Glenn S. Podonsky  
Chief Health, Safety and Security Officer  
Office of Health, Safety and Security  
U.S. Department of Energy

5/15/09  
Date