

**Vanessa Allen Sutherland**  
Chairperson and Member

**Manny Ehrlich, Jr.**  
Board Member

**Rick Engler**  
Board Member

**Kristen M. Kulinowski, Ph.D.**  
Board Member



## **Equal Employment Opportunity Policy Statement**

The U.S. Chemical Safety Board (CSB) is charged with investigating industrial chemical accidents. Fundamental to our mission is our obligation to honor the diversity of our workforce and ensure that all employees are treated with respect and dignity.

I fully understand and support the value of diversity in improving organizational efficiency and effectiveness. My goal is to create a climate of innovation, opportunity, tolerance, and success within the CSB that capitalizes on the cultural, professional, ethnic, and personal diversity of our workforce.

Further, I am equally committed to the full and meaningful implementation of Equal Employment Opportunity policies for all CSB employees and applicants and will coordinate with the Board to ensure so. We must maintain an environment within CSB, free of discrimination, where all employees may work without fear of reprisal or discriminatory harassment; where qualified employees and applicants with disabilities receive reasonable accommodations; and where all employees are recognized for their individual performances and contributions to CSB, without regard to race, national origin, color, age, religion, sex (including pregnancy or gender identity), sexual orientation, disability (physical or mental), status as a parent, genetic information, or other non-merit factor.

Let us continue to maintain our commitment to fostering an excellent work environment free of unlawful discrimination. I thank you for your continued professionalism and respect and for contributing to a workplace that is free from discrimination and reprisal.

A handwritten signature in blue ink, reading "Vanessa Allen Sutherland".

## CHAIRPERSON'S POLICY STATEMENT ON.....

### THE PREVENTION OF HARASSMENT IN THE WORKPLACE



The U.S. Chemical Safety Board (CSB) is committed to being a model Equal Employment Opportunity (EEO) employer. This can only be achieved by creating and maintaining a work environment in which people are treated with dignity, decency and respect. The environment of the CSB should be characterized by mutual trust and the absence of intimidation, oppression and exploitation. Harassment based on race, color, religion, sex (including pregnancy and gender identity), genetic information, national origin, age, disability (mental or physical), sexual orientation or reprisal for participating in protected EEO activity will not be tolerated. In order for the CSB to be a model EEO workplace, the agency must strive to eliminate any discriminatory harassment and practices within our organization.

*Harassment* is defined as any unwelcome, hostile, or offensive conduct taken on the basis of race, color, religion, sex (including pregnancy and gender identity), genetic information, national origin, age, disability (mental or physical), sexual orientation or reprisal (for participating in protected EEO activity) that interferes with an individual's performance or creates an intimidating, hostile, or offensive work environment.



*Sexual harassment* is defined as a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when: 1) submission to or rejection of such conduct is made either explicitly or implicitly a term of condition of one's employment; 2) submission to or rejection of such conduct by a person is used as a basis for career employment decisions affecting that person; or 3) such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive work environment. Sexual harassment can involve the same gender or the opposite sex.



I expect each CSB employee to monitor his or her own conduct in the workplace and to act in conformance with applicable laws and agency policy. Employees experiencing or witnessing harassment should immediately report the matter to their supervisors, managers, or the CSB EEO Director at [\(202\) 384-2839](tel:2023842839). Any employee who files such a complaint or provides information related to a complaint will be protected from reprisals. An employee making a complaint of harassment based on a protected status must contact the CSB Civil Rights Manager within 45 days of the alleged incident. Confidentiality of harassment complaints will be maintained to the utmost extent possible.

Please do your part to prevent and eliminate **unlawful** discrimination and harassment at the CSB. Communicate this policy to others and demonstrate your support of the policy by modeling professional behavior in the workplace.