Equality of Opportunity Equals a Level Playing Field

Diversity is the sense that no matter where you come from, who you are, or what your background is, there is a place for you.

At Berkeley Lab, Workforce Diversity has evolved to include an extensive set of issues. The traditional policies, programs, and legal mandates of Equal Employment Opportunity (EEO) and Affirmative Action (AA) are still the first and most important steps to achieving diversity in the workplace. But diversity is a broader concept than ethnicity, race, and gender.

Diversity has gone beyond legal mandates and has become an environment that is inclusive of all groups, maximizes the potential of all employees, and values the variety of perspectives all employees bring to the workplace at the scientific, technical, management, and administrative levels.

We want to provide a quality work life for all Lab employees so that Berkeley Lab can be an employer of choice. Moreover, we uphold the principle that a level playing field is the foundation upon which to build a diverse and inclusive work environment.

EEO, AA, and Diversity: the Foundation of an Inclusive Workplace Environment

We cannot have an inclusive work environment without the interdependent elements of Equal Employment Opportunity, Affirmative Action, and Diversity. What follows are descriptions of the Lab's commitment to each.

Equal Employment Opportunity (EEO)

EEO is a body of federal laws that protects applicants and employees from discrimination in any aspect of employment. Berkeley Lab fully complies with current EEO laws, which are outlined below:

- Equal Pay Act of 1963 (EPA), which protects men and women who perform substantially equal work in the same establishment from sex-based wage discrimination.
- Title VII of the Civil Rights Act of 1964, which prohibits employment discrimination based on race, color, religion, sex, or national origin.
- Age Discrimination in Employment Act of 1967 (ADEA), which protects individuals who are 40 years of age or older.
- Sections 501 and 505 of the Rehabilitation Act of 1973, which prohibits discrimination against qualified individuals with disabilities who work in the federal government.
- Pregnancy Discrimination Act of 1978, which amended Title VII to make it illegal to discriminate against a woman because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth.
- Titles I and V of the Americans with Disabilities Act of 1990 (ADA), which prohibits employment discrimination against qualified individuals with disabilities in the private sector, and in state and local governments.
- Sections 102 and 103 of the Civil Rights Act of 1991, which, among other things, provides monetary damages in cases of intentional employment discrimination.
- Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA) which prohibits employment discrimination based on genetic information about an applicant, employee, or former employee.

Affirmative Action (AA) at Berkeley Lab

Berkeley Lab instituted the Affirmative Action Compliance Program (AACP) in order to ensure equal employment opportunity to all employees and job applicants. According to the AACP, the Laboratory will not discriminate against any person employed or seeking employment at the Lab because of race, color, religion, marital status, national origin, ancestry, sex, sexual orientation, physical or mental disability, medical condition (cancer-related or genetic), age, citizenship, or status as a veteran who served on active duty during a war, campaign, or expedition for which a campaign badge has been authorized. The AACP applies to all personnel actions, including hiring, transfer, training, promotion, termination, and other terms and conditions of employment.
Today, adherence to the AACP must be consistent with all current legal requirements, Laboratory standards of quality and excellence, and the University of California Affirmative Action Personnel Program.

Off-Site Resources

- Federal Laws Prohibiting Job Discrimination: Questions And Answers
- EEOC (U.S. Equal Employment Opportunity) Web Site