Diversity and Inclusion Guiding Principles

At Berkeley Lab, we are committed to conducting great science and fostering technological advancement to solve the world's most challenging problems and to answer its most elusive questions.

Just as science reveals nature's diversity, science organizations reveal their own nature by the diversity and inclusion they foster. Diversity of people and thought is part of our unique social fabric and a key to our research success. It is also a daily and personal commitment -- and an expectation.

Each employee has a role to play. Every employee has a responsibility to act.

We believe in the Laboratory's mission to share the benefits of scientific discovery with the world. We also respect the differences in our workplace community.

In doing so, our actions are guided by the following principles:

- **Listen to others and encourage collaboration.**
  We are stronger as a group when our uniqueness is valued.
- **Reach out if you see someone confused or in need.**
  We are concerned about others.
- **Treat others with respect.**
  We believe in fairness for all.

Sincerely,

Paul Alivisatos
Lab Director

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Berkeley Lab and University of California policies prohibit discrimination against or harassment of any person employed by or seeking employment with the University on the basis of race, color, national origin, religion, sex, gender, gender expression, gender identity, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship, status as a protected veteran or service in the uniformed services. Employees and applicants for employment who believe they may have been discriminated, harassed, or retaliated against are encouraged to bring their concerns to the Diversity and Inclusion Office to investigate and attempt to resolve the complaint. For full text, please see: University of California Nondiscrimination and Affirmative Action Policy Statement: http://tinyurl.com/k2yc599

Profiling employees or potential employees based on perceived racial, sexual or national origin characteristics is illegal and works against achieving fairness and equal opportunity in the workplace. Berkeley Lab supports this policy and knows that in order to achieve true diversity in the workplace, every individual must be given the opportunity to achieve. To express concerns or issues related to prohibited profiling practices, employees are encouraged to contact Berkeley Lab’s Research and Institutional Integrity Office (RIIO). Employees can visit the Lab’s Employee Concerns website at: http://www2.lbl.gov/Workplace/RIIO/ec/ to learn more about the forums or mechanisms to express employee concerns.