The Secretary of Energy
Washington, D.C. 20585

December 22, 2009

MEMORANDUM FOR ALL DEPARTMENT EMPLOYEES

FROM: STEVEN CHU

SUBJECT: Equal Employment Opportunity and Diversity Policy Statement

The Department of Energy's mission continues to be critical to our Nation's success. We are charged with the responsibility for advancing our country's national and energy security, and for harnessing science to solve our energy and climate change problems. More recently, we have been given a leadership role in stimulating the current economy and changing its future construct. Maximizing our impact, a key to our continued success – and, indeed, to America's prosperity in the 21st century – lies in our ability to attract, retain, and nurture the best and the brightest from all walks of life.

To this end, I expect all Department and contractor employees to fully embrace the concepts of equal employment opportunity (EEO) and diversity in the workplace. Equal employment opportunity means that applicants and employees are not subjected to prohibited discrimination in any aspect of employment. Prohibited discrimination includes discrimination or reprisal on the basis of race, color, sex, religion, national origin, age, disability (physical or mental), sexual orientation, parental status, or protected genetic information. EEO mandates that all employment-related decisions be based on merit, and not on prohibited discriminatory factors. Prohibited discrimination will not be tolerated at the Department of Energy and appropriate corrective and/or disciplinary action will be taken where it is found to have occurred.

At DOE, diversity is more than just an abstract concept and goes beyond compliance with EEO requirements. Rather, diversity is a core value and strategic business imperative. It is an important consideration in every aspect of what we do.

Together, we will foster a culture of inclusion, mutual trust and respect. This will allow all employees an equal opportunity to achieve their full potential. As long as we continue to embrace the concepts of EEO and diversity, I believe that the Department will continue to maintain its world-class status and position itself more effectively to accomplish the important mission entrusted to us by the American people.