# EQUAL EMPLOYMENT OPPORTUNITY POLICY
## 41 CFR Section 60-741.44(a); 60-300.44(a)

It is the policy at Lawrence Livermore National Security, LLC (LLNS) to provide equal employment and advancement opportunities to all qualified individuals. To achieve this goal, LLNS is dedicated to taking affirmative action to employ and advance in employment, qualified disabled persons, disabled veterans, recently separated veterans, Armed Forces service medal veterans and other protected veterans, in compliance with Section 503 of the Rehabilitation Act of 1973, as amended, 29 U.S.C 793, and Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and 38 U.S.C. 4212 ("Section 4212" or "VEVRAA"). All personnel actions, including compensation, benefits, recruitment, hiring, training, and promotion of persons in all job titles, will be administered without regard to disability or other protected veteran status, and all employment decisions are based solely on valid job requirements. In addition, employees and applicants are protected from harassment, threats, coercion, intimidation, interference or discrimination for:

1. Filing a complaint;

2. Assisting or participating in an investigation, compliance review, hearing, or any other activity under Section 503 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. 793, Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212 or any other law requiring equal opportunity for disabled persons and other protected veterans;

3. Opposing any practice made unlawful by the Acts or any other law requiring equal opportunity for disabled persons and other protected veterans; or

4. Exercising any other right protected by these Acts or the implementing regulations.

This EEO policy has the full support of William H. Goldstein, Ph.D., Laboratory Director, who has Assigned responsibility for its implementation to Anthony E. Baylis, Director of the Office of Strategic Diversity Programs. Lawrence Livermore National Laboratory has designed and implemented an audit and reporting system to monitor and maintain its compliance with the Acts.

It is the goal of Lawrence Livermore National Security to utilize qualified disabled persons and covered veterans in as many levels of position classifications as practicable. As provided in United States Code 38 USC 4212, 29 U.S.C 793, and in the Code of Federal Regulations, 60-300 and 60-741, the required policies, practices, and procedures are integrated into this affirmative action program. A copy of the Equal Employment Opportunity statement that reaffirms our commitment to qualified disabled individuals and covered veterans is posted. This program is available for review upon request by any applicant or employee by contacting the Director of the Office of Strategic Diversity Programs during regular business hours. Notice of this availability for review is posted for applicants and employees.

5/15/18

William H. Goldstein — Date
Laboratory Director
Lawrence Livermore National Laboratory