

## OFFICE OF THE DIRECTOR



Chi-Chang Kao,  
Laboratory Director

*SLAC reaffirms its commitment to equal opportunity and affirmative action, and reissues the following policy statement:*

SLAC National Accelerator Laboratory is one of 17 Department of Energy (DOE) National Laboratories, and operated by Stanford University on behalf of the DOE. SLAC develops and operates some of the world's premier science facilities, including the first hard X-ray free-electron laser. Research at SLAC explores the structure and function of matter and the properties of energy, space and time, at the smallest and largest scales, all with the goal of solving problems facing society and advancing human knowledge. We believe that encouraging and embracing diversity and an inclusive workplace enables research excellent and scientific innovation.

SLAC is an Affirmative Action (AA)/ Equal Employment Opportunity (EEO) employer. SLAC encourages diversity by providing equal opportunity and prohibiting discrimination and harassment of all employees and applicants for employment regardless of race, color, religious creed, national or ethnic origin, ancestry, physical or mental disability, medical condition, marital status, sex, age, sexual orientation, gender identity and/or expression, veteran status, genetic information, or any other trait, characteristic or status protected by applicable law.

SLAC will take affirmative action in the recruitment and retention of candidates and employees, to include but not be limited to the areas of: employment, promotion, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other compensation or benefits; and selection for training and development opportunities, including apprenticeship. Additionally, it is SLAC's policy that there shall be no discrimination, harassment or retaliation against employees who raise issues of discrimination or potential discrimination, who participate in the investigation of such issues, or who request or take family leave pursuant to the California Family Rights Act (CFRA) or the Federal Family and Medical Leave Act of 1993 (FMLA).

SLAC does not sacrifice job-related standards when engaging in affirmative action hiring and employment practices. The concept of equal opportunity requires that the best-qualified person for a given role be hired, and SLAC will actively and creatively pursue avenues to reach and include diverse candidates in job sourcing and selection processes. When candidates become employees, they will learn of SLAC's commitment to building an inclusive environment in which differences are both welcomed and appreciated.

We are committed to an inclusive environment where:

- We respect and value individual differences
- We collaborate and seek out diverse opinions and viewpoints
- We attract, develop, engage, and retain a diverse workforce
- Our leaders advocate the organizational and scientific benefits of a diversity and inclusion
- We accept open expression of individuality and diversity within the bounds of courtesy, respect, and sensitivity

SLAC regularly audits, reports and evaluates activities which pertain to our EEO and AA objectives. Employees who need assistance in the clarification or resolution of EEO matters are encouraged to consult with Human Resources Development and Services.

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