



Users Executive Committee Meeting

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Talent Acquisition, Diversity & Inclusion Team



- Employment & Orientation
- Co-Operative Education Placements
- Internship Programs
- Pipeline Internships (TARGET, SIST, GEM)
- International Student Programs
- Saturday Morning Physics
- Outreach Initiatives
- LRGs
- Lab Inclusion Efforts

Laboratory Resource Groups



- Voluntary networks led by the Fermi community
- LRGs managed by the Diversity & Inclusion Office:
 - Women's Initiative
 - Fermilab Chinese Society
 - Hispanic / Latino Forum
 - Inclusivity Journal Club
 - Spectrum
 - Fermilab African-American / Black Association
 - Veterans Group
 - Society of Women Engineers (SWE)
 - Society of Professional Hispanic Engineers (SHPE)
 - Young Professionals

Opportunities to Get Involved

- Summer Internships (mentoring students, leading tours, serving on a selection committee)
- Young Professionals Group – Assist with development and launch
- Outreach – Help with reaching underrepresented students
- Saturday Morning Physics program
- Ask A Scientist / Ask an Engineer programming efforts
- Lab Resource Groups
- Unconscious Bias Training
- Professional Networks (SWE, SHPE, NSBP, NSHP)
- Heritage Month planning
- High Energy . . . High Ambitions Student Conference



A Workplace Culture of Inclusion

Statement of Fermilab Community Standards

#4 Leading by example, line management starting with the lab director will hold their teams accountable for fostering this culture. A cohesive and vibrant culture does not simply happen, it is the product of direct communication of and the behavior of community leaders as well as individuals.

Because of the commitment to trust, openness, and respect, we encourage people to raise concerns without fear of harassment or retribution. In addition, staff are responsible for reporting violations of applicable policies, ethical standards, contractual requirements, or laws. Fermilab management is committed to addressing all incidents promptly and thoroughly.

Fermilab **human-resource partners** are trained to assist in these matters; **anonymous reporting** may be done via the Fermilab Action Line at +1-630-840-4000. Violations can result in disciplinary action up to and/or including termination of employment, contract, and/or site-access privileges.

Revised November 2017

Fermilab Anti-Harassment Policy

Complaint Procedure

- Fermilab strongly urges the reporting of all incidents of discrimination, harassment, or retaliation regardless of the offender's identity or position. An employee who believes that he or she is being subjected to conduct that is inconsistent with this policy, is expected to make an appointment as soon as possible with their **Human Resources Partner** (<http://hr.fnal.gov/contact/hr-partners/>), to discuss the concern. The employee is not required or expected to discuss the concern with his or her immediate supervisor or with the perceived offender prior to contacting the HR Partner. Employees are also encouraged to report harassing conduct they learn of or witness.
- All complaints will be investigated promptly and thoroughly. Confidentiality will be honored to the extent permitted by law, as long as the rights of others are not compromised. Offenders will be subject to corrective action, including discipline up to and including termination.

April 2015

New & Existing Efforts

- Global Services – Users Office
- Orientation – New to Fermilab
- Statement of Fermilab Community Standards
- Anti-Harassment Policy
- Reporting Harassment

Human Resources Partners



Stacey Vassallo
CD
Director's Office
Finance Section
WDRS



Jeff Artel
AD
ESH&Q
TD



Deanne Randich
FESS
LBNF
ND and PPD

Questions?

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