

**U. S. Department of Energy  
STRATEGIC PETROLEUM RESERVE  
PROJECT MANAGEMENT OFFICE  
New Orleans, La.**

**POLICY**

SPRPMO P 311.3A

**Approved: 12/14/07**

**SUBJECT: STRATEGIC PETROLEUM RESERVE EQUAL EMPLOYMENT  
OPPORTUNITY AND DIVERSITY POLICY STATEMENT**

---

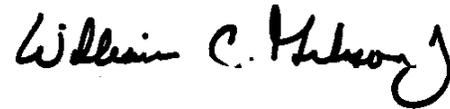
1. **PURPOSE AND SCOPE.** The purpose of this Equal Employment Opportunity and Diversity Policy Statement is to confirm the commitment of the Department of Energy Strategic Petroleum Reserve Project Management Office (SPRPMO) to the principles of equal employment opportunity (EEO) for all employees and applicants for employment. The SPR promotes the full realization of EEO through a comprehensive affirmative employment program that seeks to maximize the number of qualified applicants from diverse groups, while ensuring that all selections are based on merit and qualifications.
2. **CANCELLATION.** This Policy cancels SPRPMO P 311.3, *Strategic Petroleum Reserve Equal Employment Opportunity and Diversity Policy Statement*, dated 06/07/06.
3. **POLICY.** The SPR values a workplace environment that utilizes the talents and competencies of all employees. Diversity encompasses acceptance and respect; it acknowledges individual differences and works to create a fairer and more productive workplace. In this context, the SPR will continue to be proactive in terms of embracing inclusion thereby reinforcing the benefits of individual perspectives. Discrimination based on race, color, national origin, religion, age, physical or mental disability, gender (including sexual harassment), sexual orientation (including sexual orientation harassment), or reprisal is prohibited and will not be tolerated. EEO laws protect against discrimination in any term or condition of employment, including but not limited to, recruitment, hiring, merit promotion, transfer, reassignment, training, career development, benefits, and separation.

Managers and supervisors must exercise personal leadership in support of this policy and provide the tools and support needed to develop employees to their fullest potential in contributing to the mission. Employees, too, have a responsibility in implementing this policy by working as a team and respecting the differences of coworkers.

---

**DISTRIBUTION:** All SPRPMO Employees      **INITIATED BY:** Diversity Programs Manager

By working together in concert with the EEO, Affirmative Employment, and Diversity Programs, we can maintain a workplace that is fair and cultivate a workforce that is talented as well as diverse.

A handwritten signature in black ink that reads "William C. Gibson, Jr." The signature is written in a cursive, slightly slanted style.

William C. Gibson, Jr.  
Project Manager  
Strategic Petroleum Reserve