

SECTION J

APPENDIX L

DIVERSITY PLAN GUIDANCE

In accordance with the Contract's Section I Clause entitled "DEAR 970.5226-1, Diversity Plan," this Appendix provides guidance to assist the Contractor in understanding the information being sought by the Department of Energy, National Nuclear Security Administration (DOE/NNSA) for each of the Clause's Diversity elements. The contractor must address the elements below in their Diversity Plan:

Work Force

The Contractor shall have policies or plans to implement Equal Opportunity and Affirmative Action.

Educational Outreach

The Contractor shall have policies or plans that provide Contractor employees an opportunity to improve their employment skills and opportunities and support Historically Black Colleges and Universities, Hispanic Serving Institutions, and Native American Institutions.

Community Involvement and Outreach

The Contractor shall have policies or plans that support Community Involvement and Outreach for equal opportunity activities.

Subcontracting

The Contract contains the Section I Clause entitled "FAR 52.219-9, Small Business Subcontracting Plan, Alternate II" and other small business related clauses.

Economic Development (Including Technology Transfer)

The Contractor shall have policies or plans that relate to small business concerns for the purpose of assisting the economic development of , or transferring technology to such a business.

Prevention Of Profiling Based On Race Or National Origin

The Contractor shall have policies or plans that address the following : (1) avoid profiling based on race or national origin; (2) provide informational or educational programs that ensure managers and employees understand these issues; (3) provide employees with avenues for raising issues or concerns about profiling; (4) use education, training, and community outreach to partner with its work force and with established advocacy groups to recruit, retain, and promote a diverse work force and to review administrative processes that may impact achievement of a

truly diverse work force and work place; and (5) will hold management and leadership responsible and accountable for performance under the diversity plan.