WHAT IS THE NUCLEAR REGULATORY COMMISSION?

The Nuclear Regulatory Commission (NRC) is an independent Federal regulatory agency responsible for licensing and inspecting nuclear power plants and other nuclear facilities that use radioactive materials.

WHAT DOES THE NRC DO?

The NRC’s primary responsibility is to ensure that the public and the environment are protected from unreasonable or unnecessary exposure to radiation and to inspect and regulate the construction and operation of nuclear facilities, including nuclear power plants. These facilities are expected to be operated in a safe and secure manner.

WHAT RESPONSIBILITY DOES MY EMPLOYER HAVE?

Your employer must tell you which NRC radiation requirements apply to your work and must post NRC Notices of Violation involving radiological working conditions, if applicable. Your employer must also tell you which NRC radiation requirements apply to your work and must post NRC Notices of Violation involving radiological working conditions.

WHAT IS MY RESPONSIBILITY?

For your own protection and the protection of your co-workers, you should know how NRC radiation requirements apply to your work and should report any violations.

WHAT IF I CAUSE A VIOLATION?

If you engaged in deliberate misconduct that may cause a violation of the NRC requirements, or would have caused a violation if it had not been detected, or deliberately provided false or incomplete information to either the NRC or your employer, you may be subject to enforcement action. If you report such misconduct, or if you file a complaint with the NRC, you will not be subject to any enforcement action.

HOW ARE VIOLATIONS OF NRC REQUIREMENTS IDENTIFIED?

The NRC conducts regular inspections at licensed facilities to assure compliance with the NRC’s requirements. If an inspection concludes that a violation of the requirements has occurred, the NRC will issue a formal report and may impose a civil penalty, order a shutdown, or take other enforcement action.

MAY I TALK WITH AN NRC INSPECTOR?

Yes. NRC inspectors want to talk to you if you are worried about radiation safety or the health and safety conditions at your workplace. If you have concerns about the license or safety conditions at your workplace, you may contact an NRC inspector to discuss your concerns.

MAY I REPORT VIOLATIONS AND SAFETY CONCERNS?

Yes. If you believe that your employer has not corrected violations involving radiological working conditions, you may request an inspection. Your request should be addressed to the nearest NRC Regional Office and must describe the alleged violation in detail. It must be signed by you or your representative.

HOW DO I CONTACT THE NRC?

Talk to an NRC inspector on-site or call or write to the nearest NRC Regional Office in your geographical area (see map below). If you call the NRC’s toll-free SAFETY HOTLINE for reporting safety concerns, an inspector will be dispatched to the NRC Regional Office for your geographical area. If you call at night or on weekends, or if you are not sure whether an inspector was requested, call the NRC Operations Center, which is manned 24 hours a day. Calls to the Headquarters Operations Center are recorded. You can also file a complaint with the NRC concerning NRC licensing decisions or regulations.

CAN I BE FIRED FOR RAISING A SAFETY CONCERN?

Federal law prohibits an employer from firing or otherwise discriminating against you for bringing safety concerns to the attention of your employer or the NRC. You may not be fired or discriminated against because you engage in certain protected activities, such as:

• Asking the NRC to enforce its rules against your employer;
• Refusing to engage in activities which violate NRC requirements;
• Providing information or preparing to provide information to the NRC or your employer that a complaint has been filed and will investigate your complaint. You may also check your local telephone directory under the U.S. Government listings for the address and telephone number of the appropriate OSHA Regional Office.

WHAT CAN THE DEPARTMENT OF LABOR DO?

If the NRC finds that your employer has unlawfully discriminated against you, it may order your employer to:

• Not to retaliate against you;
• To reinstate you;
• To compensate you for any injury suffered as a result of the discrimination and to pay attorney’s fees and costs;
• To provide back pay;
• To provide any other relief that it deems appropriate under the circumstances.

WHAT WILL THE NRC DO?

The NRC will evaluate each allegation of harassment, intimidation, or discrimination to determine whether sufficient information is provided to initiate an investigation. To assist in this evaluation, an investigator from the NRC’s Office of Investigations (OI) may interview you and any other witness who may have information about the alleged discrimination.

If the NRC determines that the allegation falls within its purview, OI will initiate an investigation of your allegation of discrimination unless, prior to the initiation of such investigation, you choose to engage in mediation with your employer. If a complaint is filed, the NRC will provide you with a complaint form and any additional information that you may need.

MAY I FILE A DISCRIMINATION COMPLAINT?

Yes. If you believe that you have been discriminated against because of your protected activity, you may file a complaint with the NRC, the U.S. Department of Labor (DOL), or appropriate state entities.

WHAT FORMS OF DISCRIMINATION ARE PROHIBITED?

Federal law prohibits an employer from firing or otherwise discriminating against an employee for engaging in a protected activity, including but not limited to:

• Asking the NRC to enforce its rules against your employer;
• Refusing to engage in activities which violate NRC requirements;
• Providing information or preparing to provide information to the NRC or your employer that a complaint has been filed and will investigate your complaint.

MAY I REQUEST AN INSPECTION?

Yes. If you believe that your employer has not corrected violations involving radiological working conditions, you may request an inspection. Your request should be addressed to the nearest NRC Regional Office and must describe the alleged violation in detail. It must be signed by you or your representative.

HOW TO REPORT VIOLATIONS AND SAFETY CONCERNS?

If you report violations to your employer or the NRC, your employer may not prevent you from reporting your protected activity, including but not limited to:

• Asking the NRC to enforce its rules against your employer;
• Refusing to engage in activities which violate NRC requirements;
• Providing information or preparing to provide information to the NRC or your employer that a complaint has been filed and will investigate your complaint.

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WHEN CAN A PROFESSIONAL COMPLETE AN INVESTIGATION?

If the NRC finds that your employer has unlawfully discriminated against you, it may order your employer to:

• Not to retaliate against you;
• To reinstate you;
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