



NRC EEO efile

BY SIGNING ON TO THIS SYSTEM YOU ARE AGREEING TO THE SITE'S SECURITY POLICY.

[Sign On](#)

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Welcome to the Nuclear Regulatory Commission's (NRC) eFile site. This website allows you to initiate contact with the NRC's Office of Small Business and Civil Rights, Civil Rights Program, in gaining information about the Equal Employment Opportunity (EEO) complaint process, and/or initiating the filing of an informal complaint by requesting EEO counseling online. You may submit information about your complaint and view the status of any EEO case that you originally created with eFile. Please note that if you are new to efile, you will need to register first, using the button above.

INFORMATION PROVIDED DURING THE EEO COMPLAINT

INFORMATION PROVIDED DURING THE EEO COMPLAINT PROCESS (INCLUDING EEO COUNSELING, ALTERNATIVE DISPUTE RESOLUTION, AND THE FORMAL COMPLAINT PROCESS) WILL BE KEPT CONFIDENTIAL TO THE GREATEST EXTENT POSSIBLE AND PERMITTED BY LAW, CONSISTENT WITH A THOROUGH AND IMPARTIAL INVESTIGATION.

Security Policy

I UNDERSTAND AND CONSENT TO THE FOLLOWING:

I am accessing a U.S. Government information system provided by the U.S. Nuclear Regulatory Commission (NRC) for U.S. Government-authorized use only, except as allowed by NRC policy. Unauthorized use of the information system is prohibited and subject to criminal, civil, security, or administrative proceedings and/or penalties.

USE OF THIS INFORMATION SYSTEM INDICATES CONSENT TO MONITORING AND RECORDING, INCLUDING PORTABLE ELECTRONIC DEVICES.

The Government routinely monitors communications occurring on this information system. I have no reasonable expectation of privacy regarding any communications or data transiting or stored on this information system. At any time, the government may for any lawful government purpose monitor, intercept, search, or seize any communication or data transiting or stored on this information system.

Any communications or data transiting or stored on this information system may be disclosed or used in accordance with federal law or regulation.

REPORT ANY UNAUTHORIZED USE TO THE COMPUTER SECURITY

- a. To disclose pertinent information to the appropriate federal, state, or local agency responsible for investigating, prosecuting, enforcing, or implementing a statute, rule, regulation, or order, where the disclosing agency becomes aware of an indication of a violation or potential violation of civil or criminal law or regulation.
- b. To disclose information to another federal agency, to a court, or to a party in litigation before a court or in an administrative proceeding being conducted by a federal agency when the government is a party to the judicial or administrative proceeding.
- c. To provide information to a congressional office from the record of an individual in response to an inquiry from that congressional office made at the request of that individual.
- d. To disclose to an authorized appeal grievance examiner, formal complaints examiner, administrative judge, equal employment opportunity investigator, arbitrator or other duly authorized official engaged in investigation or settlement of a grievance, complaint or appeal filed by an employee.
- e. To disclose, in response to a request for discovery or for appearance of a witness, information that is relevant to the subject matter involved in a pending judicial or administrative proceeding.
- f. To disclose information to officials of state or local bar associations or disciplinary boards or committees when they are investigating complaints against attorneys in connection with their representation of a party before EEOC.
- g. To disclose to a Federal agency in the executive, legislative, or judicial branch of government, in response to its request information in connection with the hiring of an employee, the issuance of a security clearance, the conducting of a security or suitability investigation of an individual, the classifying of jobs, or the lawful statutory, administrative, or investigative purpose of the agency to the extent that the information is relevant and

REPORT ANY UNAUTHORIZED USE TO THE COMPUTER SECURITY INCIDENT RESPONSE TEAM (301-415-6666) AND THE INSPECTOR GENERAL.

Privacy Act Statement

Pursuant to 5 U.S.C. 552a(e)(3), enacted into law by Section 3 of the Privacy Act of 1974 (Public Law 93-579), the following statement is furnished to individuals who supply information to the U.S. Nuclear Regulatory Commission (NRC) on NRC Form 646. This information is maintained in a system of records designated as EEOC/GOVT-1 Equal Employment Opportunity in the Federal Government Complaint and Appeal Records as described at 71 Federal Register 24704 (April 26, 2006).?

1. AUTHORITY: 5 U.S.C. 301; 42 U.S.C. 2000e-16(b) and (c); 29 U.S.C. 204(f) and 206(d); 29 U.S.C. 633(a); 29 U.S.C. 791; Reorg. Plan No. 1 of 1978, 43 FR 19,607 (May 9, 1978); Exec. Order No. 12106, 44 FR 1053 (Jan. 3, 1979).

2. PRINCIPAL PURPOSE(S): Filing of complaint of discrimination based on race, color, national origin, religion, sex, pregnancy, age, disability, or reprisal (retaliation).

3. ROUTINE USE(S): In addition to the other types of disclosures permitted under subsection of the Privacy Act, information from this system of records may be disclosed:

a. To disclose pertinent information to the appropriate federal, state, or local agency responsible for investigating, prosecuting, enforcing, or implementing a statute, rule, regulation, or order where the disclosing

- h. To disclose information to employees of contractors engaged by an agency to carry out the agency's responsibilities under 29 CFR part 1614.
- i. To disclose information to potential witnesses as appropriate and necessary to perform the agency's functions under 29 CFR part 1614. For additional details on these routine uses, please see the EEOC/GOVT-1 system notice.

4 WHETHER DISCLOSURE IS MANDATORY OR VOLUNTARY AND EFFECT ON INDIVIDUAL OF NOT PROVIDING THE REQUESTED INFORMATION:

It is voluntary that you furnish the requested information; however, failure to complete all appropriate portions of the form may lead to a delay in the processing of your complaint because of insufficient data on which to determine if complaint is acceptable.?

5 SYSTEM MANAGER(S) AND ADDRESS:

Deputy Director, Office of Small Business and Civil Rights, U.S. Nuclear Regulatory Commission, Washington, D.C. 20555-0001.

Paperwork Reduction Act Statement

Approved by OMB 3150-0259 Expires 07/31/2026

Estimated burden per response to comply with this voluntary collection request: 32 minutes. The information provided will be used to process informal Equal Employment Opportunity complaints filed against the NRC by an employee, former employee, or applicant for employment with the NRC, who believe that they have been subjected to discrimination based on race, color, religion, sex, national origin, age (40 or older), disability, or genetic information. Send comments regarding burden estimate to the FOIA, Library, and Information Collections Branch (FLICB) (T6 A1 OM), U.S. Nuclear Regulatory Commission Washington, DC 20555- 0001, or by e-mail to Infocollects.Resource@nrc.gov and to

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- Home
- Management
- Quick Links

Home

If you believe that you have been the victim of discrimination, you may submit an EEO Contact to our EEO Office. Your contact will be processed and if you determine that you want to enter the informal pre-complaint process and partake in counseling or Alternative Dispute Resolution (ADR), the EEO Processing Office will convert your contact to an Informal Pre-Complaint. To be timely with your Informal Pre-Complaint filing, you have 45 days from the day the alleged discrimination occurred to submit your initial EEO Contact with your workplace or where you applied for a job.

[Start New Submission](#)

Draft Submissions

For Draft Submissions, you can click on a row to view, edit, and submit that draft. Once you submit your EEO Contact, it becomes read-only and moves to the Current Submissions table.

Show 10 entries

Search:

Last Saved On	Claim	Incident Date	Status
			Draft
02/27/2025			Draft
02/27/2025	Disciplinary Action - Suspension	02/02/2025	Draft

New Submission

Submission

If you believe you have been subjected to discrimination, harassment, and/or reprisal, you must initiate contact with the Office of Small Business and Civil Rights within 45 calendar days of the date of the alleged discriminatory event or in the case of a personnel action, within 45 calendar days of the effective date of the action. You may express interest in filing an EEO complaint by submission through NRC EEO eFile (this system). All employees, and their representatives (if applicable) are entitled to a reasonable amount of official time to engage in the EEO complaint process.

Finally, any matter that falls within the scope of the EEO complaint process may be raised in a formal EEO complaint or through the negotiated grievance procedure, but not both. Employees whose claims fall outside the scope of the EEO complaint process (i.e., claims that may not be brought before the Equal Employment Opportunity Commission) may nonetheless raise such matters, if otherwise grievable, through the negotiated grievance procedure (Collective Bargaining Agreement Article 46, Grievance Procedures). See also Title 29 of the Code of Federal Regulations § 1614.301.

For more information, please email EEO.Complaints.Resource@nrc.gov.

[Continue to First Step of efile Submission](#)

[Cancel](#)

Filer Information

Submission **Filer Information**

Please verify and complete your information that will be sent as part of your EEO Contact submission.

Personal Information

Salutation Title	<input type="text"/>	Date Of Birth	<input type="text"/>
First Name *	<input type="text" value="Meredith"/>		<i>Required</i>
Middle Name	<input type="text"/>	Race	<input type="text"/>
Last Name *	<input type="text" value="Neubauer"/>	Sex	<input type="text"/>
Suffix	<input type="text"/>		

Employment Information

Pay Plan

Occupation

Grade

Employee Type

Step

Series

Must be four digits (e.g.: 0001).

Contact Information

Primary Email

meredith.neubauer.esq@gmail.com

Home Phone

Work Phone

Primary Email

meredith.neubauer.esq@gmail.com

Home Phone

Alternate Email

Work Phone

Please provide an email address where you would prefer to receive email.

Personal Cell Phone

Country *

United States

Work Cell Phone

Address Type *

Address Line 1 *

Address Line 2

City *

State/Territory *

Office

Submission Filer Information **Office**

Select the office involved in the alleged discrimination.

Office *

- NRC
 - Commission Staff Offices
 - Committees and Boards
 - EDO Staff Offices
 - The Commission
 - The EDO
 - OEDO
 - The Inspector General

Alleged RMO

Submission Filer Information Office **Alleged RMO**

The Alleged Responsible Management Official (RMO) is the person you believe to be responsible for the action that has caused you to file this EEO Contact.

RMO First Name *

RMO Last Name *

RMO Job Title

RMO Email

RMO Work Phone

 - - ext.

RMO Address

Country

U

Address Line 1

Address Line 2

City

Counseling Options

Submission Filer Information Office Alleged RMO **Counseling Options**

ANONYMITY: If you chose to remain anonymous the EEO Counselor will not reveal your identity to other individuals unless you authorize the EEO Counselor to do so during the Informal Complaint process. Should you chose to file a formal complaint, you must give up your ability to remain anonymous.

Do you wish to remain anonymous for this complaint? Yes No

Save & Next

Save & Exit

Cancel

Filing Disclosure

Submission Filer Information Office Alleged RMO Counseling Options **Filing Disclosure**

Grievance and Appeal Filing Disclosure: Please answer the questions below on whether you have filed a grievance or MSPB appeal. If you answer Yes to any of these questions, the date field associated with that question will be required.

Have you filed a grievance on the same issue? * Yes No

If yes, enter the date filed. (mm/dd/yyyy)

Have you filed a Merit System Protection Board appeal on this issue? * Yes No

If yes, enter the date filed. (mm/dd/yyyy)

Representative

Submission Filer Information Office Alleged RMO Counseling Options Filing Disclosure **Representative**

You have the right to obtain representation throughout the EEO process. However, a representative is not required and you may skip this step (using the button a

Is your representative an Attorney? * Yes No

Representative's Mailing Address

First Name *

Country

Unit

Last Name *

Address Line 1

Email

Address Line 2

Home Phone

 - -

City

Claim

Submission Filer Information Office Alleged RMO Counseling Options Filing Disclosure Representative **Claim**

You must initiate counseling or contact with an EEO counselor within 45 days of the incident or awareness of the incident. In the case of personnel actions, you m

A **Claim** is an allegation of discrimination that specifies a **Claim Type**, Incident Date, and one or more Bases of prohibited discrimination. **Bases** of prohibited disci
Mental Disability, Genetic Information, Pregnancy, or Reprisal (Retaliation) for your participation in protected EEO activity.

You may enter multiple claims for your submission, but please only select the basis or bases which apply to each individual claim. Please use the **Summary of Iss**
The Summary of Issue and Remedy Requested fields are both required and each allow 2000 characters maximum.

Claim Type *

Incident Date *

  (mm/dd/yyyy)

Basis/Bases for Claim *

Basis/Bases for Claim *

Note: Only select the Basis/Bases that apply to this claim.

- Age
- Color
- Disability - Mental
- Disability - Physical
- Genetics
- Pregnancy Discrimination Act
- Religion
- Reprisal

National Origin

Race

Sex

Equal Pay Act

Female
Male

NON EEO

- Conduct Not Affecting Performance Non-EEO
- Marital Status
- Parental Status
- Political Affiliation

No Basis Specified

National Origin

Race

Sex

Equal Pay Act

NON EEO

Conduct Not Affecting Performance Non-EEO

Marital Status

Parental Status

Political Affiliation

No Basis Specified

Note: If you need more space than is allowed in the fields for **Summary of Issue** and **Remedy Requested**, please use the next step: Supporting Documentation to upload your information

Summary of Issue *

This is a test

Remedy Requested *

This is a test

Supporting Documentation

Submission Filer Information Office Alleged RMO Counseling Options Filing Disclosure Representative Claim MORE ▾

Acceptable file types for upload include: PDF, RTF, Plain Text, MS Excel, MS PowerPoint, MS Word, XML, BMP, JPEG, PNG, TIFF, CSV, HTML.

Document # 1

File *

No File Selected



File Update Date 04/04/2025

Save & Next

Save & Exit

I don't have any Supporting Documentation

Cancel

Submission / New Rights & Responsibilities

Rights & Responsibilities

Submission Filer Information Office Alleged RMO Counseling Options Filing Disclosure Representative Claim MORE ▾

NOTICE OF AGGRIEVED RIGHTS AND RESPONSIBILITIES: This is to notify you that you have the following rights and responsibilities regarding the processing of your potential complaint. It is important that you understand each of these as they might affect the way in which your complaint is processed.

Please click the link to access the document:

[Notice of Rights and Responsibilities for eFile 02-27-25.pdf](#)



UNITED STATES
NUCLEAR REGULATORY COMMISSION
WASHINGTON, D.C. 20555-0001

SUBJECT: Notice of Rights and Responsibilities in an Equal Employment Opportunity (EEO) complaint

This is to notify you of the Nuclear Regulatory Commission's (NRC or Agency) discrimination complaint process which is administered by the Office of Small Business and Civil Rights (SBCR), and to advise you of your rights and responsibilities under the Equal Employment Opportunity Commission (EEOC or Commission) regulation at Title 29 Code of Federal Regulations (C.F.R.) § 1614.

If you believe you have been discriminated against and/or harassed (subjected to a hostile work environment) based on race, color, religion, sex (including pregnancy), national origin, age, disability, marital status, parental status, political affiliation, military service, genetic information, and/or reprisal, you must initiate contact with SBCR or a Collateral Duty EEO Counselor within

If you believe you have been discriminated against and/or harassed (subjected to a hostile work environment) based on race, color, religion, sex (including pregnancy), national origin, age, disability, marital status, parental status, political affiliation, military service, genetic information, and/or reprisal, you must initiate contact with SBCR or a Collateral Duty EEO Counselor within 45 calendar days of the date of the action that you believe to be discriminatory, or in the case of a personnel action, within 45 calendar days of the effective date of the personnel action.

The EEO counselor has 30 calendar days from the date of your initial contact (not the initial interview), to conduct an inquiry, and attempt to resolve the matter. If the matter is not resolved within the 30 calendar-day period, you and the Agency may agree, in writing, to extend EEO counseling up to an additional 60 calendar days.

If the matter is resolved during the precomplaint stage, the terms and conditions will be reduced to writing and signed by you and the appropriate management officials.

If the matter is not resolved within 30 calendar days or the agreed upon period of extension by you and the Agency, a Notice of Right to File a Formal Discrimination Complaint (NRTF) will be issued to you advising you of the procedures and time limits for filing a formal complaint.

Your rights during the precomplaint stage include the following:

Right to Remain Anonymous: If you choose to remain anonymous, your anonymity is only protected during the precomplaint processing stage of the complaint process. If you file a formal discrimination complaint, your identity will no longer remain confidential. If you choose to waive your anonymity, the counselor will require you to sign a Notice of Waiver of Anonymity.

Right to Representation: If you identify a representative, you must notify the Agency in writing and identify the representative's name, address, and telephone number. If your representative of record is an attorney, all official correspondence regarding the processing of your claim will be provided to your attorney with a copy to you. All time frames for receipt of such correspondence will be from the date of receipt by the attorney. If your representative of record is not an attorney, all official correspondence will be provided to you with a copy to your representative. However, receipt of all such correspondence will be from the date of

receipt by your representative. You also have a right to representation during the formal stage of the process.)

Right to Request Alternative Dispute Resolution (ADR): If you request to pursue a resolution of your claim through ADR and the Agency agrees to participate, you must agree to extend the 30 calendar-day counseling period for up to an additional 60 calendar days, for a total of 90 calendar days. If the ADR program is unsuccessful in resolving your claim, you will be referred back to the EEO counselor for the final interview and issuance of the Notice of Right to File a Formal Discrimination Complaint (NRTF). The procedures and time limits for filing a formal complaint are included in the NRTF and discussed below.

Formal Complaint Stage

If you file a formal complaint your complaint must contain only the claim/issue you raised with the EEO counselor, and the claim must be stated with sufficient clarity so that the action/decision and basis of the complaint can be identified.

If your formal complaint is accepted for investigation, you will be notified in writing regarding the accepted claim. The Agency has 180 calendar days from the date of formal filing to complete the investigation and provide you and your representative, if applicable, a copy of the investigative file, and notice of your right to request a decision on the record or a hearing before an

If a portion of your complaint is dismissed, you will be notified of the accepted and dismissed claim, and the reason for the dismissal. You will not have a right to appeal the dismissed portion of your complaint until a final action has been taken on the accepted portion.

If your entire complaint is dismissed, the Agency will issue a final decision stating the reason for the dismissal and advising you of your appeal rights.

Your rights during the formal complaint stage include the following:

Right to File a Formal Complaint: If you elect to file a formal complaint, the complaint must be filed with the Director, SBCR (EEO.Complaints.Resource@nrc.gov), within 15 calendar days of receipt of the NRTF by you or your attorney, if represented by an attorney.

Right to File an MSPB Appeal: As an alternative to filing a formal complaint, you may have a right to file an appeal through the Merit Systems Protection Board (MSPB), if your claim involves a personnel action that is appealable to the MSPB.

Right to File a Formal Grievance: As an alternative to filing a formal complaint, if you are a bargaining unit employee, you have the option of filing a formal grievance through the NRC/NTEU Grievance Procedure. (See Article 51 Grievance Procedure of Collective-Bargaining Agreement between U.S. NRC and NTEU for information on filing a formal grievance.) You do not have a right to file a formal complaint, an MSPB appeal, and a formal

Right to File a Civil Action in Age Claim: As an alternative to filing a formal complaint, you may file a civil action in U.S. district court under the Age Discrimination in Employment Act, after giving the EEOC a 30-day notice of your intent to sue.

Right to File a Civil Action in Equal Pay Claim: As an alternative to filing a formal complaint, if your claim involves an allegation of sex-based wage discrimination under the Equal Pay Act, you may file a civil action in a court of competent jurisdiction regardless of whether or not you have pursued the processing of your complaint through the Agency's administrative discrimination complaint process. Sex-based wage claims are also cognizable under Title VII of the Civil Rights Act.

Right to Request a Hearing: In a case which does not involve actions appealable to the MSPB, you may request a hearing within 30 calendar days of your receipt of the investigative file and required notice or after 180 calendar days or agreed upon period of extension if you have not received the investigative file.

Your responsibilities during the entire discrimination complaint process include the following:

Unless you inform us otherwise, all EEO correspondence will be sent to you via email or through BOX. SBCR will use the date you or your attorney, if applicable, received the correspondence via email for purposes of calculating timeliness. Therefore, if the email address to which correspondence is sent is a NRC.gov account, you must use the read receipt option in Outlook to provide proof of delivery to SBCR or your EEO Counselor. If you or your attorney is not using an NRC account to receive EEO correspondence, you must provide SBCR (or your EEO Counselor) with email confirmation immediately upon receipt of documents and notices. For timeliness purposes if read receipt or email confirmation is **not** provided, it will be presumed that the parties received the Agency's correspondence within five days after the date it was sent via email.

To keep the Agency informed of the current home and/or office address and telephone number for you and your representative, if applicable. If you leave the Agency, you must provide us with a private/alternative email address for yourself so that we may issue you correspondence.

To provide the Agency an explanation regarding the reason for the delay, if your initial contact with the counselor occurs more than 45 calendar days from the date of the alleged discriminatory action or the effective date of the personnel action, or if you filed your complaint beyond the required 15 calendar-day period.

provide us with a private/alternative email address for yourself so that we may issue you correspondence.

To provide the Agency an explanation regarding the reason for the delay, if your initial contact with the counselor occurs more than 45 calendar days from the date of the alleged discriminatory action or the effective date of the personnel action, or if you filed your complaint beyond the required 15 calendar-day period.

To respond to Agency's requests for information and meetings, and to pick up and return correspondence required to process your claims, in a timely manner.

This document contains a summary of the discrimination complaint process and some of your rights and responsibilities in that process. Additional information may be found on our [website](#). Questions may be directed to any member of the Civil Rights Team, available on the [Civil Rights homepage](#).

Summary

[Submission](#) [Filer Information](#) [Office](#) [Alleged RMO](#) [Counseling Options](#) [Filing Disclosure](#) [Representative](#) [Claim](#) [MORE ▾](#)

Verify the information below. Once you submit, you will not be able to edit it, so please be sure all information is correct.
If you need to make changes, use the buttons above to navigate the information you would like to change.

FILER INFORMATION

Salutation Title

First Name	Meredith
Last Name	Neubauer
Suffix	

Employee Type

DEMOGRAPHIC INFORMATION

Gender

Race

Date of Birth

CONTACT INFORMATION

Primary Email	meredith.neubauer.esq@gmail.com
Alternate Email	
Address Type	Work
Address Line 1	10855 Rockville Pike
Address Line 2	

Address Line 2

City Test
State Maine
ZIP Code 21044

Home Phone

Work Phone

Personal Cell Phone

Work Cell Phone

OFFICE

Office: OEDO

ALLEGED RMO(s)

RMO First Name Vonna

RMO Last Name Ordaz

RMO Job Title

RMO Email

RMO Work Phone

Address Type

Address Line 1

Address Line 2

City

State

ZIP Code

COUNSELING OPTIONS

Anonymous: Yes

GRIEVANCE & APPEAL FILING DISCLOSURE

Previous Grievance: No

Date:

MSPB Appeal: No

Date:

REPRESENTATIVE

CLAIM

REPRESENTATIVE

CLAIM

Claim Type	Termination
Incident Date	02/04/2025
Basis/Bases	Genetics; NON EEO: Political Affiliation
Summary of Issue	This is a test
Remedy Requested	This is a test

SUPPORTING DOCUMENTATION

Document #	File
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Summary of Issue

This is a test

Remedy Requested

This is a test

SUPPORTING DOCUMENTATION

Document #

File

File Update Dat

Submit

Exit without Submitting

