



UNITED STATES OF AMERICA
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION
One Lafayette Centre
1120 20th Street, N.W. - 9th Floor
Washington, DC 20036-3457

Equity and Access Policy Statement

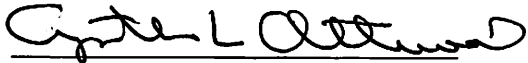
The U.S. Occupational Safety and Health Review Commission (OSHRC or Review Commission) is an independent adjudicatory agency created by the Occupational Safety and Health Act of 1970. Its sole statutory mandate is to serve as an administrative court providing fair and expeditious resolution of disputes involving the Occupational Safety and Health Administration (OSHA), employers charged with violations of federal safety and health standards, and employees and/or their representatives. OSHRC is dedicated to advancing equity, civil rights, racial justice, and equal opportunity both within the agency and at all points of interaction with the public it serves. To support this goal, the Review Commission's leadership is committed to ensuring that current agency programs and policies and all future agency endeavors are implemented equitably.

In accordance with Executive Order 13985, "Advancing Racial Equity and Support for Underserved Communities through the Federal Government," and Executive Order 14091, "Further Advancing Racial Equity and Support for Underserved Communities through the Federal Government," the Review Commission has established and will maintain a multi-level Equity Team to conduct regular equity assessments that address all agency programs and activities. Accordingly, the Review Commission is committed to engaging with any underserved community that fits within the scope of the agency's operations. In particular, the Review Commission will (1) evaluate public-facing information technology access points to ensure that content is accessible in an equitable manner; (2) engage with the Small Business Administration to remove barriers to participation in procurement and contracting opportunities and identify agency procurement or contracting opportunities that have an impact on equity; and (3) regularly assess whether adequate resources are available to the agency's Equal Employment Opportunity (EEO) Director, who is responsible for advancing civil rights and ensuring diversity and inclusion in discussions and decisions about agency initiatives and priorities.

Although the Review Commission does not have a mandate to produce regulatory guidance for public consumption, the agency has identified opportunities to bolster affirmative equity-enhancing policies in two distinct areas: our internal directives, which govern the way in which employees conduct agency business, and our Rules of Procedure, which prescribe the manner in which contested cases are processed. The Review Commission commits to an equity review of both internal directive revisions and Rules of Procedure evaluations to ensure that the agency continues to maintain and promote equitable outcomes for all individuals who interact with the agency.

Aside from OSHRC's statutory obligations, equity—as a matter of principle—is essential in all our dealings with the American public. The Review Commission recognizes that equity must be a driving force, and I, as Chairman, am dedicated to ensuring that all communities have meaningful access to our agency's programs and activities.

A copy of this statement is to be posted in all personnel and EEO offices and made available to all employees via the intranet. This statement replaces and updates the Equity and Access Policy Statement, dated February 16, 2023.

A handwritten signature in black ink, appearing to read "Cynthia L. Attwood". The signature is written in a cursive style with a horizontal line underneath.

Cynthia L. Attwood

Chairman

February 13, 2024