

September 2022

UEC brings the following needs to the attention of the BNL management:

- **Strengthening efforts at providing a variety of food options for employees and guests:**
 - Reasonable food options should be available both at lunch and outside of nominal working hours.
 - The lab should provide clear and regularly updated information on what food options are currently available.
 - Efforts should be made so that the food options include foods that support a healthy lifestyle (low-sugar, whole foods, balanced diet) as well as options for people with common food allergies and dietary restrictions.
- **Providing reliable and effective transportation options for lab guests and employees that do not drive a car:**
 - Clear and updated information about the available options should be provided.
 - The options should be extended and advertised to the greater lab community, not only guests and short-term employees.
- **Establishing a supportive work environment for people with dependents and/or members of sexual minorities:**
 - A larger number of lactation rooms should be available.
 - Lactation room policies should be more friendly, for instance not threatening to throw out milk at 5:00 PM, allowing people to store equipment in the room, and considering the language of the permission form.
 - More bathrooms should be designated as gender-neutral.
- **Establishing expectations for events hosted at BNL to reflect the gender and minority statistics of the field:**
 - The lab should ask organizers of events hosted at BNL to declare what efforts they will undertake to invite and attract the underrepresented members of the community.
 - Each event hosted at BNL should have a code of conduct and one or more persons to contact in case violations of the code of conduct occur.
- **Advocating with the DOE for accommodating (while following federal policies) the need of transgender members of our community to not use their dead names on their badges / not be outed by their badges.**