

Diversity, Equity and Inclusion Policy

South Dakota Science and Technology Authority

The South Dakota Science and Technology Authority (SDSTA) recognizes the importance of diversity, equity and inclusion among our employees.

The collective sum of the individual differences, life experiences, knowledge, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but also our reputation and the achievements of SDSTA and Sanford Underground Research Facility (SURF).

The SDSTA embraces and encourages our employee's differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status and other characteristics that make our employees unique.

All employees of SDSTA have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other Sanford Lab-sponsored and participative events.

Related policies and procedures include the following: Americans with Disabilities Act; Employment; Anti-Harassment, Equal Opportunity and Affirmative Action Employer; Outside Employment and Political Activity; and Progressive Discipline Termination.