



January 17, 2019

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Our workforce is our greatest resource. As the Secretary of the Navy, I am strongly committed to capitalizing on and retaining our exceptional talent, enhancing performance through improved training, and ensuring that assigned tasks and missions are accomplished with the highest ethical standards. All Department of the Navy (DON) employees must have the freedom to compete on a fair and level playing field with equal opportunities.

It is the DON's policy to provide equal employment opportunity (EEO) throughout all of its personnel/employment programs, management practices, and civilian workforce decisions, including, but not limited to, recruitment, hiring, appraisals, merit promotions, transfers, reassignments, training and career development, separations, benefits, and award and recognition programs.

The DON ensures that EEO protections are in place for all civilian employees and applicants against all forms of discrimination, regardless of their race, religion, color, sex, national origin, age, genetic information (including family medical history), or disability. All DON employees are free to exercise their rights under the civil rights statutes. Reprisal for engagement in protected EEO activity will not be tolerated.

I expect all commanders of civilian employees to maintain robust and effective EEO programs to proactively prevent discrimination and to promptly remedy it if it occurs. All supervisors and managers of civilians, including military personnel, are also responsible for both maintaining their personal EEO proficiencies through approved training and relevant EEO program engagement as well as for ensuring that all of their civilian employees remain informed of their respective EEO rights.

Workplace harassment will not be tolerated. All DON civilian employees and military personnel are expected to take personal responsibility for attaining and preserving an environment that is free from discrimination and harassment, and for correcting harassing conduct before it becomes severe or pervasive. Employees who feel that they have been subjected to unlawful discrimination should contact their command's EEO office.

Thank you all for your commitment to the DON's mission, dedication to our Core Values of Honor, Courage, and Commitment, and service to our Nation.

A handwritten signature in blue ink, reading "R. Spencer", is positioned above the name "Richard V. Spencer".

Richard V. Spencer