



THE SECRETARY OF THE NAVY
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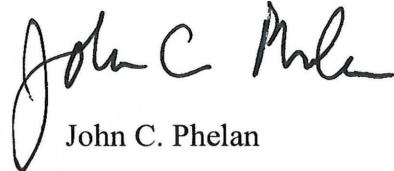
EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The Department of the Navy (DON) oversees our Nation's force that defends freedom, preserves economic prosperity, and keeps the seas open and free. As an integral part of that mission, the DON must protect, foster, and maintain trust within its workforce. By treating every Sailor, Marine, and civilian with dignity and respect, we ensure our Navy and Marine Corps will be the most talented and combat-ready force possible in the years ahead.

In keeping with our Core Values of Honor, Courage, and Commitment, it is the DON's policy to provide Equal Employment Opportunity (EEO) for all employees, former employees and applicants for jobs, regardless of their age, color, race, disability, sex (see <https://www.eeoc.gov/sex-based-discrimination> for more information as to the various components of sex discrimination), genetic information (including family medical history), national origin or religion. The DON has zero tolerance for reprisal against anyone who has engaged in prior protected activity. Additionally, in keeping with the spirit of the Pregnant Workers' Fairness Act, the DON is committed to providing temporary accommodations to an employee's or applicant's known limitations relating to pregnancy, childbirth, or related medical conditions, unless it causes an undue hardship. The DON applies EEO to all employment and personnel programs, decisions, and management practices, including but not limited to recruitment and hiring, transfer, merit promotion, training and career development, reassignment, benefits, and separation. The DON also affirms the freedom of all employees and applicants to compete on a fair and level playing field, along with the ability to exercise their rights under the civil rights statutes.

Workplace harassment (including sexual harassment) adversely affects our individual and collective effort to accomplish our missions, is unacceptable in any DON work environment, and will not be tolerated. I expect everyone in the DON to foster and maintain a workplace and environment that promotes equal opportunity. As a swift and appropriate response to workplace harassment (including sexual harassment) is our shared responsibility, the DON will correct any harassing conduct before it becomes severe or pervasive. As a reminder, anyone who violates DON policy on equal opportunity and discrimination may be subject to disciplinary action. If you believe that you have been subjected to unlawful discrimination or harassment, or feel that you have witnessed such behavior, please do not hesitate to contact your command's EEO office or donoeo@us.navy.mil.

I appreciate your ongoing individual commitment to equality of opportunity. Thank you for your service and impeccable dedication to the DON's mission, your teammates, and our Nation.



John C. Phelan