



2 JUL 2020

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The Department of the Navy (DON) is committed to ensuring that all DON employees and all civilian applicants to the DON have the freedom to compete for workplace opportunities on a fair and level playing field, and that they are free from discrimination on any protected basis. Attracting and retaining exceptional talent is critical to the success of our organization, and integrating equality of opportunity throughout the DON culture directly supports that effort.

It is the DON's policy to provide equal employment opportunity (EEO) for all civilian employees and applicants, regardless of their race, religion, color, sex (including pregnancy, gender identity and sexual orientation), national origin, age, genetic information (including family medical history), or disability. The DON applies EEO to all its personnel/employment programs, management practices, and decisions, including, but not limited to, recruitment, hiring, merit promotion, transfer, reassignment, training and career development, benefits, and separation. The DON also supports the rights of all employees to exercise their rights under the civil rights statutes. Reprisal for engagement in protected EEO activity will not be tolerated.

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

Integration of EEO principles throughout the DON organization requires more than compliance. Every member of our Navy and Marine Corps team must strive to fulfill both the letter of the law and its spirit, and to share in the responsibility of creating and preserving a DON-wide culture that clearly demonstrates our commitment to our organization's greatest strength and most valuable resource: Our people.

Thank you all for your service to our Navy, our Marine Corps, and our Nation, support of your teammates, and dedication to our Core Values of Honor, Courage, and Commitment.

A handwritten signature in blue ink, which appears to read "Kenneth J. Braithwaite", is positioned above the printed name.

Kenneth J. Braithwaite