



THE SECRETARY OF THE NAVY  
WASHINGTON DC 20350-1000

AUG 31 2016

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

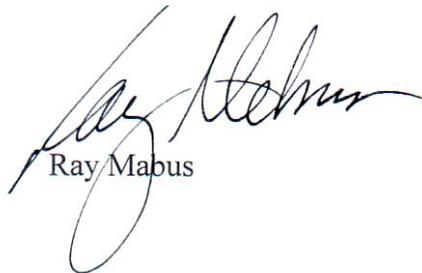
As the Secretary of the Navy, I am strongly committed to the principles of Equal Employment Opportunity (EEO) and will strive to ensure EEO remains an organizational imperative. The Department of the Navy's (DON) mission, which is to maintain, train, and equip combat-ready Naval forces capable of winning wars, deterring aggression, and maintaining freedom of the seas, hinges on the participation and engagement of every member. The work done to prevent, halt, and remedy all forms of discrimination or harassment that occur in our workplace is paramount to our collective success.

It is the DON's policy to provide equal employment opportunities for all persons regardless of race, color, religion, sex (including pregnancy, sex stereotyping, gender identity, transgender status, and sexual orientation), national origin, age, disability, genetic information (including family medical history), parental status, marital status, political affiliation, military service, or any other non-merit based factor. Employment anti-discrimination laws cover all human capital and employment programs, management practices, and decisions, including but not limited to: recruitment, hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation.

All DON employees and applicants are also specifically protected against retaliation. Consistent with Federal laws, acts of retaliation against an employee or applicant who engages in a protected activity will not be tolerated. All DON employees are responsible for adhering to EEO principles, and supervisors, managers, and leaders are expected to maintain an inclusive work environment free of discrimination. Any employee or applicant who feels that he or she is subjected to these or other forms of unlawful discrimination should contact the Command's EEO Office, Human Resources Office, or the Office of Counsel, as appropriate.

Our commitment to EEO requires more than mere compliance. We must continue to meet both the letter of the law and its spirit. We must view our commitment to EEO as a matter of personal integrity and accountability. I ask each member of our workforce to take personal responsibility for implementing our EEO policy and to cooperate fully in its enforcement. It is incumbent upon every employee to ensure the DON maintains a culture that promotes the full realization of equality of opportunity that truly reflects the DON Core Values: Honor, Courage, and Commitment.

Thank you for your hard work and continued dedication to fulfilling the DON's mission in service to our Nation.



Ray Mabus