



THE SECRETARY OF THE NAVY
WASHINGTON DC 20350-1000

SEP 7 2021

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

As the Secretary of the Navy, I am committed to ensuring that all employees within the Department of the Navy (DON) and 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. We must continue to build a Navy – Marine Corps Team where everyone is treated with dignity and respect. The DON's mission readiness is wholly dependent upon attracting and retaining world-class talent, with a DON culture where every Sailor, Marine, and Civilian in the Department feels safe, welcome, and included.

It is the DON's policy to provide equal employment opportunity (EEO) for all civilian employees and applicants for employment, 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 personnel and employment programs, management practices, and decisions, including, but not limited to, recruitment and hiring, merit promotion, transfer, reassignments, training and career development, benefits and separation. The DON further supports the rights of employees to exercise their rights under the civil rights statutes, and affirms that reprisal against one who engaged in protected activity will not be tolerated.

Furthermore, workplace harassment is inexcusable and will 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.

Our commitment to EEO is not just a legal obligation, but a matter of integrity and accountability that must be incorporated into our everyday activities. Diversity of experience, thought, and background makes for a more combat effective team. Therefore, I ask each member of the DON workforce to take personal responsibility for implementing this EEO policy and to cooperate fully in its enforcement. It is incumbent upon every employee of the Navy and Marine Corps Team to maintain a culture that promotes full equality of opportunity and truly reflects our Core Values of Honor, Courage, and Commitment.

Thank you all for your service and continued dedication to your teammates, the DON's mission, and our Nation.

A handwritten signature in blue ink that reads "Carlos Del Toro".

Carlos Del Toro