THE SECRETARY OF THE NAVY
WASHINGTON DC 20350-1000

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EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

As the Secretary of the Navy, I am strongly committed to preserving the Department of the Navy's (DON) principles of Equal Employment Opportunity (EEO). The DON's mission to maintain, train, and equip combat-ready forces capable of winning wars, deterring aggression, and ensuring the freedom of the seas is critical, especially as we confront increasingly complex and urgent threats. To that end, every member involved in the DON team must have an equal opportunity to contribute to a more effective, versatile, and resilient organization. Preventing, halting, and remedying all forms of discrimination, harassment, and reprisal within the DON is essential to our organizational success.

It is the DON's policy to provide equal employment opportunities for all persons, regardless of race, color, religion, sex, national origin, age, disability, genetic information, parental status, marital status, political affiliation, military service, prior EEO activity, or any other non-merit based factor.

All DON employees are responsible for adhering to EEO principles, and supervisors, managers, and leaders are expected to maintain an inclusive work environment free from discrimination and harassment. Any employees who feel that they are subjected to unlawful discrimination should contact their command's EEO office.

DON EEO principles are not limited to compliance with federal EEO laws and regulations, but also include the duty to affirmatively break down barriers to equal access and equal opportunity for all. I ask each member of our workforce to take personal responsibility for ensuring that the DON maintains a culture which promotes the full realization of equality of opportunity, and reflects the DON Core Values of Honor, Courage, and Commitment.

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

Richard V. Spencer