



THE SECRETARY OF THE NAVY
WASHINGTON DC 20350-1000

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EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

As the Secretary of the Navy, I am committed to a culture in which every Sailor, Marine and civilian – all races, genders, religions, ethnicities, and abilities – is treated with dignity and respect, free from discrimination on any protected basis. As our people provide the foundational strength for the Department of the Navy (DON), such a culture is critical to ensuring our Navy and Marine Corps will be the most talented, most committed, and most combat-ready force possible.

It is the DON's policy to provide equal employment opportunity (EEO) for all employees and applicants for jobs, 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 does not tolerate reprisal against anyone who engaged in prior protected activity, without exception. 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, transfer, benefits, and separation. The DON also affirms the freedom of all employees and applicants to compete with equal opportunity for competition, and to exercise their rights under the civil rights statutes.

All DON employees must take personal responsibility for maintaining a safe, professional, and inclusive work environment, and to correct harassing conduct before it becomes severe or pervasive. Workplace harassment is inexcusable and will not be tolerated under any circumstance. Employees who feel they have been subjected to unlawful harassment should contact their command's EEO Office, Sexual Assault Prevention and Response Office, law enforcement, or other available resources such as the Alternative Dispute Resolution program.

The DON's commitment to EEO extends beyond a legal obligation – it is a matter of integrity and accountability, incorporated in our Core Values of Honor, Courage, and Commitment. Thank you for your service and continued dedication to the DON's mission, your teammates, and our Nation.

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

Carlos Del Toro