



## THE SECRETARY OF THE NAVY

WASHINGTON DC 20350-1000

April 3, 2024

### **EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

As Secretary of the Navy, I am uniquely honored to be part of a culture committed to treating every Sailor, Marine, and civilian with dignity, courtesy, respect, and free from discrimination on any protected basis. Our people provide the foundational strength of the Department of the Navy (DON), in charge of our Nation's deployed force that helps defend freedom, preserve economic prosperity, and keep the seas open and free. Our core values of Honor, Courage, and Commitment are essential to ensuring our Navy and Marine Corps will be the most talented, most committed, and most combat-ready force possible in the years to come.

It is the DON's policy to provide equality of opportunity for all employees and applicants for jobs, regardless of their age, color, disability, sex (including pregnancy, sexual orientation, and gender identity), genetic information (including family medical history), national origin, race, or religion. The DON additionally has no tolerance for reprisal against anyone who has engaged in prior protected activity. Furthermore, in keeping with the spirit of the Pregnant Workers Fairness Act, the DON is committed to provide temporary accommodations to an employee's or applicant's known limitations related to pregnancy, childbirth, or related medical conditions, unless it causes an undue hardship. The DON applies Equal Employment Opportunity (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, benefits, and separation. Also, the DON affirms the freedom of all employees and applicants to compete on a fair and level playing field, and to exercise their rights under the civil rights statutes.

Harassment adversely affects our individual and collective effort to accomplish our missions and is unacceptable in any DON work environment. A swift and appropriate response is our shared responsibility. Workplace harassment will not be tolerated, and the DON will correct the harassing conduct before it becomes severe or pervasive. If you feel that you have been subjected to unlawful discrimination or harassment, or believe that you have witnessed such behavior, please do not hesitate to contact your command's EEO office or take advantage of other available resources such as the Alternative Dispute Resolution program or [donoeeo@us.navy.mil](mailto:donoeeo@us.navy.mil).

The DON's commitment to EEO extends beyond a legal obligation under civil rights laws, regulations, and policies – it is a matter of individual commitment to diversity, equity, inclusion, and accessibility. Thank you for your service and impeccable 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