



DEPARTMENT OF THE NAVY
NAVY RECRUITING COMMAND
5722 INTEGRITY DRIVE
MILLINGTON, TENNESSEE 38054-5057

6 November 2013

**EQUAL OPPORTUNITY
POLICY STATEMENT**

As Commander, Navy Recruiting Command, I am personally committed to a work environment that is free from discrimination and harassment. Every commanding officer, manager, and supervisor, military and civilian is responsible for maintaining a work environment free of discrimination and harassment. I expect every employee to fully support Navy Recruiting Command's Equal Employment Opportunity (EEO) and Harassment policies and to continuously ensure that every employee in your workplace demonstrates professional, harmonious, and productive working relationships.

Every person has the expectation to be treated equitably and will be provided equal treatment and opportunity, regardless of protected category, which includes race, color, religion, national origin, sex, age, mental or physical disabilities, and genetic information. Retaliation against anyone for participating in the EEO process is a violation of the Title VII of the Civil Rights Act of 1964 and will not be tolerated. Enterprise leadership must uphold their responsibility to ensure that personnel actions are based on merit, ability, performance, and potential. Practices to achieve equal employment opportunities include an annual self-assessment to identify and eliminate barriers that may impede the professional development or promotional opportunities of any employee regardless of their protected category.

Federal law prohibits harassment or discrimination on the basis of gender, race, color, religion, national origin, disability, age, genetic information, or protected activity. Harassment is any unwelcomed verbal or physical contact that is objectively offensive and has the purpose or effect of unreasonably interfering with a person's work performance and/or creates an intimidating, hostile, or offensive work environment. Sexual harassment is any unwelcome sexual advance, request for sexual favor, or other verbal or physical harassment of a sexual nature. Harassing behavior can include, but is not limited to: epithets; slurs; jokes; name calling; obscene gestures or sounds; obscene, vulgar, or abusive language; negative stereotypes or threatening, intimidating or hostile acts; stalking; physical assault; and, written or graphic material that belittles or shows hostility or dislike toward an individual or group. Harassment is unacceptable conduct and will not be tolerated in any form.

Ms. Cynthia Carpenter, Deputy EEO Officer, is available for assistance on any matter related to BUPERS/NRC EEO Programs at 901-874-2508 or by email at cynthia.carpenter@navy.mil.

A handwritten signature in black ink that reads "A. B. Andrews".

A. B. ANDREWS