



THE SECRETARY OF THE NAVY  
WASHINGTON DC 20350-1000

June 22, 2023

**EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

Our people provide the foundational strength for 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. As Secretary of the Navy, I am uniquely honored to be part of a culture committed to treating every Sailor, Marine, and civilian – of all races, genders, religions, ethnicities, and abilities – with dignity, respect, and support, free from discrimination on any protected basis. Our culture and core values of Honor, Courage, and Commitment are critical to ensuring our Navy and Marine Corps will be the most talented, most committed, and most combat-ready force possible in the decades to come.

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 has 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, 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.

We must all take personal responsibility for maintaining a safe, professional, and inclusive work environment. Workplace harassment is inexcusable and will not be tolerated – period – and we are to all do our part and correct harassing conduct before it becomes severe or pervasive. If you feel as if you have been subjected to unlawful harassment or discrimination, please do not hesitate to contact your command's EEO office, Sexual Assault Prevention and Response Office, law enforcement, or 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 personal commitment to diversity, equity, inclusion, and accessibility. You have my promise that I will do everything in my power to ensure that our diverse, united, and tough Navy and Marine Corps remain the world's most powerful global force. 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