



DEPARTMENT OF THE NAVY
NAVAL POSTGRADUATE SCHOOL
1 UNIVERSITY CIR
MONTEREY, CA 93943-5000

Canc frp: Jan 17

IN REPLY REFER TO:

NPSNOTE 5354.1

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JAN 22 2016

NPS NOTICE 5354.1

From: President, Naval Postgraduate School

Subj: ANNUAL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM AFFIRMATION

Ref: (a) NPSINST 5354.1

1. Purpose. To reaffirm commitment and compliance with the Department of the Navy's (DON) Equal Employment Opportunity (EEO) policies.

2. Policy

a. As President of the Naval Postgraduate School (NPS), I am committed to a culture of respect where EEO is not only the law, but is recognized as laying the foundation of an environment where diversity is valued, understood and championed. NPS managers, supervisors and non-supervisory employees are all protected from discrimination based on race, color, religion, national origin, sex (pregnancy, sexual orientation and gender identity), age, genetic information status, mental or physical disabilities, and prohibited acts of reprisal against persons presenting or processing allegations of discrimination.

b. Leadership at all levels must demonstrate commitment to fully integrate the principles of equal opportunity into their daily mission. Equal opportunity is an essential element of readiness and is vital for attracting, developing and retaining a top-quality workforce to accomplish the DON's and NPS' strategic mission.

c. All employment decisions such as hiring, promoting, training and rewarding, will be made exclusively on the basis of job-related criteria (e.g. employees' knowledge, skills, abilities and performance.)

d. As the Equal Employment Opportunity (EEO) Officer of NPS, I continue to affirm my personal commitment as stated in reference (a) to the EEO laws and regulations to create and maintain an inclusive environment free of discrimination, harassment and reprisal.

e. My EEO policies as promulgated in reference (a) will continue to be fully integrated into daily operations and planning processes with commitment from all levels of leadership. We must all be sensitive to any occurrence of unfair practices and use every means at our disposal to eliminate them so that we may all enjoy fair treatment and equal opportunity. Creating a working environment that values and supports diversity and maintains sensitivities to our cultural differences will assist us in accomplishing our mission. Workplace bullying such as intimidating behavior, either direct or indirect, whether verbal, physical, or otherwise conducted by one or more persons against another or others in the workplace and/or in the course of employment, will not be tolerated in any instance. Professionalism and respect is expected at all times in the workplace to create and maintain a place of employment that supports the best efforts of all.

3. All managers and supervisors will be held accountable for carrying out these policies and will be evaluated for their demonstrated support of the NPS EEO Program. Individuals who believe they have been discriminated against or harassed should address their concerns with their supervisors and organizational leadership, or report the incident to the Human Resources, EEO or Inspector General's (IG) Offices or Command Managed Equal Opportunity (CMEQ) Officer for the military. All reported claims of discrimination or harassment will be investigated promptly, and where allegations are substantiated, appropriate corrective action will be taken.

4. Action. All managers and supervisors are responsible for ensuring the widest dissemination and posting of this statement with reference (a) policies for all personnel. For EEO assistance contact Deborah Baity, DEE00, at (831) 656-2480 or email dbaity@nps.edu.

5. Cancellation Contingency. This notice will remain in effect until superseded.


RONALD A. ROUTE

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