



DEPARTMENT OF THE NAVY
BUREAU OF NAVAL PERSONNEL
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0000

31 Aug 15

EQUAL OPPORTUNITY, HARASSMENT, AND HAZING
POLICY STATEMENT

1. I am committed to the principles of Equal Opportunity, which promote a diverse workplace free from discrimination and harassment, ensuring equal treatment for all Bureau of Naval Personnel and Navy Personnel Command employees regardless of race, color, sex, religion, sexual orientation, or national origin. All employees will maintain the highest standards of honesty, integrity, and conduct to assure proper performance of duties and to ensure mutual respect and trust.

2. Employees are encouraged to use the Informal Resolution System (IRS), which is designed to complement, not replace, formal procedures, for resolving grievances. All grievances, to include allegations of harassment, hazing and unlawful discrimination (informal or formal) will be reported fully and promptly; investigated; and resolved at the lowest appropriate level. When an allegation is substantiated, appropriate action will be taken. Supervisors shall not condone or ignore harassment, hazing, or unlawful discrimination of which they have knowledge or should have knowledge.

3. No individual shall threaten, intimidate or take reprisal actions against a person who provides information on an incident of alleged unlawful discrimination. All personnel have the right to communicate directly with the Commander concerning a complaint or grievance utilizing the chain of command per Navy Regulations, 1990, Article 1150.

4. We must work together to promote an environment in which all personnel can perform to their maximum ability, unimpeded by institutional, social or personal biases. Harassment, hazing and unlawful discrimination undermine our ability to effectively execute our mission, are not in compliance with our core values, and will not be tolerated.

A handwritten signature in black ink, appearing to read "David F. Steindl", is written over the typed name.

DAVID F. STEINDL
Rear Admiral, U. S. Navy