



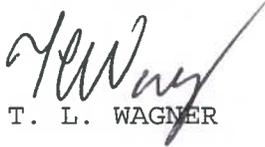
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SEP 22 2016

From: Commanding Officer, Navy and Marine Corps Public Health Center

Subj: EQUAL OPPORTUNITY POLICY STATEMENT

1. It is the policy of the U.S. Navy and this command to provide equal and fair treatment to all personnel and equal employment opportunities for our civilian employees per the laws of the United States and the regulations governing the Department of Defense.
2. I am personally committed to providing an environment free from discrimination, positively promoting diversity, and maintaining a high state of morale, discipline, and workplace effectiveness. Discrimination in the Federal workplace is against the law. We must all be sensitive to any occurrence of discrimination and use every means at our disposal to eliminate it so that we may all enjoy fair treatment and equal opportunities.
3. Discrimination may be in the form of an act, policy, or procedure that arbitrarily denies equal treatment to an individual or a group of individuals because of race, sex (including pregnancy, gender identity, and sexual orientation when based on sex stereotyping), color, national origin, age, religion, disability, and/or genetic information. Such conduct has the purpose or effect of unreasonably interfering with performance or creates an intimidating, hostile, or offensive working environment.
4. No individual shall: (a) commit unlawful discrimination; (b) knowingly make a false accusation of discrimination; or (c) take reprisal against a person reporting discrimination of which he/she has knowledge.
5. Reports of discrimination will be thoroughly investigated. Disciplinary action will be swift in substantiated cases, including those cases involving supervisors who condone or ignore such misconduct.
6. Discrimination is demeaning, inappropriate, and absolutely unacceptable. It is important for all of us to recognize and appreciate the infinite value of each individual and to embrace and encourage diversity. I expect every civilian and military member to support this policy and to work with me to maintain an environment where all members assigned to this command are valued and treated fairly with dignity and respect.


T. L. WAGNER

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