



DEPARTMENT OF THE NAVY  
UNITED STATES NAVAL ACADEMY  
121 BLAKE ROAD  
ANNAPOLIS MARYLAND 21402-1300

April 28, 2021

## Equal Employment Opportunity Policy

As Superintendent of the United States Naval Academy (USNA), I am committed to providing equal employment opportunities (EEO) and equal treatment for all civilian personnel, both employees and applicants, regardless of their race, religion, color, sex, national origin, age, genetic information (including family medical history), or disability.

All USNA employees are free to exercise their rights under the civil rights statutes. Reprisal for engagement in protected EEO activity will not be tolerated.

In support of our Strategic Plan, supervisors and managers, which includes military members in charge of civilian personnel, must employ the best management practices and techniques to hire and retain a workforce that is representative of the diversity of the available labor force. I expect every supervisor and manager to recognize Naval Academy employees as our most important resource, understand the purpose of the EEO program and abide by the principles of fairness and equity in all personnel management practices, and seek prompt and reasonable resolution of complaints, ensuring a professional work environment free of unlawful discrimination.

Workplace discrimination and harassment will not be tolerated. To that end, supervisors bear a special responsibility for enforcing anti-discrimination and anti-harassment laws and promoting equity, diversity, and inclusion in the workplace. Supervisors are also reminded of their responsibilities to prevent, document, and promptly correct harassing conduct in the workplace and to provide reasonable accommodation to qualified individuals with disabilities and accommodations for religious practices in accordance with applicable laws.

Accomplishing the goal of EEO demands an all-hands effort. I expect our Naval Academy team to fully support this policy and continue to capitalize and retain an exceptional civilian and military workforce dedicated to accomplishing our mission with the highest legal, ethical, and moral standards. USNA personnel who believe they have been subjected to unlawful discrimination or retaliation should contact the USNA EEO office at 410-293-3558.

A handwritten signature in cursive script, reading "S. S. BUCK", is positioned above the printed name.

S. S. BUCK  
Vice Admiral, U. S. Navy  
Superintendent