



UNITED STATES NAVAL ACADEMY EQUAL EMPLOYMENT OPPORTUNITY (USNA) EEO POSTER

Consistent with the laws of the United States of America, and regulatory, instructional, and related policies and guidelines of the Equal Employment Opportunity Commission (EEOC), Department of Defense and the Department of the Navy, federal employees are prohibited from engaging in activities or conduct that would constitute employment discrimination.

Further, the United States Naval Academy shall strive to not develop or implement any employment policy, process, procedure, or practice that would give undue or non-meritorious credence to an individual's **age, color, disability, genetic information, national origin, race, religion, sex, or reprisal/retaliation**. Any USNA employee, former employee (under certain circumstances), or applicant for employment who believes (s)he has been harmed by an employment decision that wrongfully considered the personal attributes listed above in bold font, may initiate EEO counseling with a USNA EEO Official (listed below). The perceived harm may be the result of the construct or application of an USNA HR policy, practice, process or guideline. The affected individual(s) must contact a USNA EEO Official to initiate EEO counseling. Participation in EEO counseling is mandatory and shall occur prior to filing an individual or class complaint of discrimination. EEO counseling is to be sought within forty-five (45) calendar days after: (a) the event occurred, (b) one becomes aware of the discrimination, (c) after the effective date of a personnel action believed to be discriminatory. The EEO counseling process cannot be waived to permit: (1) a person to conduct his/her personal inquiry or investigation, or (2) an agency official to conduct an investigation or inquiry.

Should the pre-complaint remain unresolved, the party(ies) raising the matter have the right to file either a formal individual or formal class complaint within fifteen (15) calendar days after receipt of the notice advising them of their right to file a formal complaint.

EEO PROTECTED CATEGORIES

Age – 40 or more years of age

Color - Skin colors/tones as black, white, olive, dark or light complexioned

Disability - Permanent mental or physical conditions that severely limits or prohibits the performance of relatively common daily activities

Genetic – Protection against employment decisions based upon one's genetic history or other genetic information

National Origin – The family native country or homeland

Race - Ethnic category whose members frequently share commonalities as culture, background, belief systems

Religion – Belief system, often faith based, that guides the way a person's life is lived, decisions are made

Reprisal (Retaliation) – A harmful agency action occurring within reasonably close proximity to an individual's participation in or expressed opposition to any agency policy, practice, procedure or process

Sex– Male/Female, Sexual Orientation, and Gender Identification

EEO OFFICIALS

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