



## UNITED STATES NAVAL ACADEMY (USNA) EQUAL EMPLOYMENT OPPORTUNITY

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, must contact a USNA EEO Official at **(410) 293-3558** 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 if (s)he wishes to initiate an EEO 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



**Deputy EEO Officer (DEEO)**

Mrs. Angela Smith  
[angsmith@usna.edu](mailto:angsmith@usna.edu)

**EEO OFFICIALS**  
410-293-3558



**EEO Specialist**

Ms. Renée Sharps  
[rsharps@usna.edu](mailto:rsharps@usna.edu)

**UNITED STATES NAVAL ACADEMY – 121 BLAKE ROAD, ANNAPOLIS MD 21402**