



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

July 26, 2019

### **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.

To that end, supervisors and managers of civilians are also responsible for maintaining their personal EEO proficiencies through approved training and relevant EEO program engagement, as well as ensuring all of their civilian employees remain informed of their EEO rights.

Workplace harassment will not be tolerated. All USNA civilian employees and military personnel are expected to take personal responsibility for attaining and preserving an environment that is free from discrimination and harassment, and for correcting harassing conduct before it becomes severe or pervasive. Employees who feel that they have been subjected to unlawful discrimination should contact the USNA EEO office at 410-293-3558.

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.

A handwritten signature in black ink that reads "Sean S. Buck".

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