Secretary of the Navy's Statement on Equal Opportunity, Equal Employment Opportunity and Sexual Harassment

As Secretary of the Navy, I am personally committed to ensuring Equal Opportunity for each Sailor and Marine and Equal Employment Opportunity for each Civilian. The Department of the Navy's leaders, managers and supervisors shall ensure that individuals are judged solely on the basis of merit and ability and with respect for the differences that make us stronger.

Our Nation's diversity is one of its most enduring strengths. A workplace free from unlawful discrimination and reflective of our Nation's diversity is central to maintaining a mission-ready workforce. It is essential that we maintain an environment free of harassment, including verbal or physical conduct that creates an intimidating or hostile work environment for any individual.

I am fully aware that achieving these goals will require both a sincere commitment to and active participation in our Equal Opportunity and Equal Employment Opportunity efforts. That is my expectation of our leaders, managers, supervisors, and employees. My office is fully committed to ensuring that all personnel have the maximum opportunity for selection, advancement, retention, and recognition. Therefore, I charge our leaders to empower our Sailors, Marines and Civilians with the means necessary to reach their full potential. I also expect each Sailor, Marine and Civilian to demonstrate their talents and cooperation in helping our leaders meet this expectation.

Through our united efforts to maintain sensitivity to our cultural differences and value the contributions of each member of our team, we will enhance our ability to accomplish the Department of the Navy's mission at home and abroad.

Gordon R. England