

# NAVWAR EEO Policy Statement



DEPARTMENT OF THE NAVY  
NAVAL INFORMATION WARFARE SYSTEMS COMMAND  
4301 PACIFIC HIGHWAY  
SAN DIEGO, CA 92110-3127

17 October 2022

From: Commander, Naval Information Warfare Systems Command  
To: All Hands

Subj: EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

As Commander and Equal Employment Opportunity (EEO) Officer for the Naval Information Warfare Systems Command (NAVWAR), I am personally committed to the principles of EEO. All civilian employees and applicants for employment will be given equal employment opportunity regardless of their race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, age, disability, or genetic information.

EEO covers all personnel and employment programs, management practices and decisions including, but not limited to, recruitment and hiring, merit promotion, transfer, reassignment, training and career development, benefits, and separation. All employees and applicants will have the freedom to compete on a fair and level playing field with equal opportunity for competition.

An employee who believes he or she has been discriminated against because of his or her race, color, religion, sex, national origin, age, disability, genetic information, or reprisal must contact an EEO Counselor within 45 calendar days of the date of the matter alleged to be discriminatory, or in the case of a personnel action, within 45 days of the effective date of the action. NAVWAR supports the rights of all employees to exercise their rights under the civil rights statutes. Contact information for EEO Counselors may be found at: [https://flankspeed.sharepoint-mil.us/sites/NAVWAR/80CorpOps/SitePages/8.0.4\\_Equal\\_Employment\\_Opportunity\\_\(EEO\)\\_Office.aspx](https://flankspeed.sharepoint-mil.us/sites/NAVWAR/80CorpOps/SitePages/8.0.4_Equal_Employment_Opportunity_(EEO)_Office.aspx).

NAVWAR will not tolerate workplace harassment. NAVWAR will also not tolerate reprisal against anyone for opposing discrimination or for participating in the discrimination complaint process. Managers and supervisors will correct harassing behavior immediately and will take appropriate action when allegations of harassment or reprisal are substantiated.

Over the last few years, our country has witnessed historical events in terms of race relations and civil rights. These events have had a profound impact on the nation and to members of our workforce. As our nation and the Navy address racism, discrimination, and extremism, all of us must ensure our workplace is free of discrimination. The EEO Program exists to ensure equality of opportunity and to remove barriers that impede free and open competition. All members of our workforce have a responsibility for creating and maintaining a discrimination free work environment. Organizational leaders, supervisors and managers hold a critical role in the EEO program and must ensure that all employment decisions are based on merit and in accordance with relevant civil right laws.

For more information, contact the NAVWAR Director, EEO at (619) 221-7837.



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