



DEPARTMENT OF THE NAVY
NAVAL POSTGRADUATE SCHOOL
1 UNIVERSITY CIR
MONTEREY, CA 93943-5000

IN REPLY REFER TO:

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JAN 1 1 2021

MEMORANDUM

From: President Naval Postgraduate School
To: All Hands, Naval Postgraduate School

Subj: POLICY STATEMENT ON DIVERSITY

1. As President and Equal Employment Opportunity Officer for the Naval Postgraduate School, I am committed to supporting diverse strategies to institutionalize a culture that fully supports and values a diverse workforce. Diversity is a leadership issue and is critical to our mission accomplishment. All our employees are empowered to reach their full potential.
2. As a Navy command and university, we need to bring down any real or perceived barriers denying opportunities. Each individual shares in this responsibility to maintain sensitivity to our cultural differences and value the contributions each member of our team makes to the accomplishment of our mission. Effective communication at all levels is critical to improving diversity. Professionalism and respect are expected at all times in the workplace to increase our diversity, and to build a workforce and place of employment of which we can be proud.
3. We must create a working environment that supports diversity to garner talents, support inclusion and assure creativity of different cultures, backgrounds, and all life experiences. I fully support the Department of the Navy's policy to recruit qualified individuals from across the U.S. in an effort to achieve a work force drawn from all segments of society. Leadership must work to eliminate underrepresentation in the workforce and barriers to promotion, recruitment, or hiring of minorities must be removed. We must ensure all employees are considered equally for training, career enhancing opportunities and assignments.
4. I am committed to increasing representation of fully qualified individuals with disabilities at all levels of the workforce. I challenge our leaders to ensure fully qualified individuals with disabilities receive full and fair consideration for employment and advancement consistent with their qualifications. Leadership will fully support the hiring of our wounded warriors, disabled veterans, and others afflicted with disabilities. Our work areas must be free from barriers that may hamper employment of persons with disabilities. Each individual, military and civilian, should be enabled to reach his or her greatest potential through fair, equal, and ethical treatment.
5. For more information, please visit <https://my.nps.edu/web/eoo> or contact the Equal Employment Opportunity office at (831) 656-3600 or eeo@nps.edu. Military members may contact the Command Managed Equal Opportunity Coordinator at cmeo@nps.edu

ANN E. RONDEAU, Ed.D
Vice Admiral, U.S. Navy (Ret.)