



DEPARTMENT OF THE NAVY
NAVAL POSTGRADUATE SCHOOL
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21 Feb 23

MEMORANDUM

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

Subj: POLICY STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITY

1. Equality of opportunity for our workforce and university is one of the Naval Postgraduate School's (NPS) unwavering endeavors. Equality, diversity, and inclusion are not just principles; they are integral footprints of the NPS mission and strategic goals.
2. I am totally committed to supporting the Department of the Navy's vision of being a "model employer." This effort includes enforcing Equal Employment Opportunity (EEO) rights and protections for all NPS civilian employees and applicants for employment. Discrimination on the basis of race, color, gender (both sexual and non-sexual), pregnancy, age, national origin, disability, religion, and genetic information is prohibited. It is imperative that we sustain a diverse workforce free of unlawful discrimination, harassment, fear of reprisal, and encourage every employee to reach their fullest potential.
3. Federal laws prohibit sexual harassment, as well as harassment based on any of the above mentioned discriminatory protected categories. Sexual harassment is any unwelcome verbal, non-verbal, or physical contact that is offensive and interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment. Harassment in any form is unacceptable and will not be tolerated.
4. Individuals who believe they have been unlawfully discriminated against or harassed should address their concerns directly with the person demonstrating the behavior or report the incident to their chain of command. If the behavior continues or if the employee is not comfortable reporting the behavior to their leadership, they should refer their concerns to the EEO Office for further advice.
5. All managers, leaders, and supervisors must demonstrate proactive leadership in fostering a work atmosphere that is free of discrimination. Performance objectives for specific EEO program progress and achievements must be included in NPS senior executive, managerial, and supervisory performance standards. In addition, all managers, leaders, and supervisors are responsible for the dissemination and implementation of this policy.
6. For any further questions, please contact the Equal Employment Opportunity Office at eeo@nps.edu, or Civilian Human Resources at hro@nps.edu. For military members, contact the Command Managed Equal Opportunity Coordinator at cmeo@nps.edu.


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