



**DEPARTMENT OF THE NAVY**  
NAVY WARFARE DEVELOPMENT CENTER  
1528 PIERSEY STREET  
NORFOLK, VA 23511-2723

**NAVY WARFARE DEVELOPMENT CENTER EQUAL EMPLOYMENT  
OPPORTUNITY/EQUAL OPPORTUNITY POLICY STATEMENT**

1. I am personally and professionally committed to Equal Employment Opportunity/Equal Opportunity (EEO/EO) at Navy Warfare Development Center (NWDC), because it fosters a work environment free of discrimination and harassment.
2. EEO applies to all NWDC civilian employees and applicants, regardless of race, color, religion, sex, national origin, age (40 and over), sexual orientation, disability, genetic information, and reprisal (engagement in prior protected activity). All military personnel are covered by EO regardless of race, color, religion, sex, sexual orientation, and national origin.
3. EEO is integral to personnel and employment programs, management practices, and decisions including merit promotion, recruitment/hiring, transfer, reassignments, training, career development, benefits, and separation. We must ensure all military personnel and civilian employees are free to compete on a fair and level playing field.
4. Any form of discrimination in the workplace will not be tolerated. In addition, reprisal against personnel engaged in protected activity will not be tolerated. Such allegations will be immediately investigated and if substantiated, appropriate action will be taken.
5. Leaders should empower employees with the means to reach their full career potential and judge them based on merit and ability. When issues arise, managers and supervisors are responsible and accountable for attempting resolution through informal and formal means.
6. I will make every effort to support the Department of the Navy and the EEO commission goals for the participation of qualified individuals with targeted disabilities in our workforce and providing appropriate accommodations to employees in accordance with applicable laws and regulations.
7. Finally, through our efforts to maintain and value individual contributions, I am confident we will continue to accomplish our mission. All military personnel and civilian employees are responsible for adhering to EEO/EO principles and fostering an inclusive work environment. Your efforts towards these goals are greatly appreciated and essential to our success.
8. The NWDC point of contact for military personnel is the Command Managed Equal Opportunity Advisor, whose number can be found in the Plan of the Week. The point of contact for civilian personnel is Mr. Winston Garvey, who can be reached at (757) 341-4336, or personnel can use the Equal Employment Opportunity hotline at (757) 396-7888. In addition, the Navy's Equal Opportunity/Sexual Harassment Advice Line is 1-800-253-0931.

M. R. DURKIN