



**COMMANDING OFFICER
NAVAL SUPPORT ACTIVITY PANAMA CITY
EQUAL EMPLOYMENT OPPORTUNITY/DIVERSITY POLICY STATEMENT
30 AUGUST 2013**

Each member of the Naval Support Activity Panama City is a part of a team and essential to accomplishing our mission. Each of us must receive equal opportunity to excel without regard to race, color, gender, religion, national origin, age, or disability.

As Commanding Officer, I am committed to promoting Equal Employment Opportunity (EEO) for all. This includes hiring and maintaining a workplace that reflects the many diverse groups that make up our community.

Everyone is responsible for EEO. Supervisors and managers are responsible for executing equal employment policies and their commitment is essential to the success of the EEO program. Supervisors and managers will ensure their actions are free from discrimination, and that effective lines of communication are developed and maintained with all employees. Each of us will conduct ourselves in a manner consistent with the principles of EEO to reflect positively on this activity and the Department of the Navy. I am personally committed to ensuring adherence to all laws and policies.

To this end, the physically challenged will receive reasonable accommodations in the work place. Continuous effort will be put forth to hire, retain, and advance minorities and women in making this command a successful team.

Each of us will contribute to making the work place free from harassment and discrimination by being sensitive to our cultural differences and valuing the contributions of fellow employees in making this command a successful team.

As Commanding Officer, I will take appropriate action to prevent incidents of intimidation, harassment and/or reprisal against individuals who file an EEO complaint. I am committed to applying EEO principles as an integral part of providing support to our customers and managing a diverse workforce. I expect each member of Naval Support Activity Panama City to be fully committed to these principles when dealing with each other, our customers, and during all personnel actions.

A handwritten signature in black ink, appearing to read "C. C. Serow", is written over a horizontal line.

C. C. SEROW