



COMMANDER NAVY REGION NORTHWEST

Navy Region Northwest Equal Opportunity, Equal Employment
Opportunity, and Diversity Policy Statement

As Commander, Navy Region Northwest (COMNAVREG NW) and Equal Employment Opportunity (EEO) Officer, I am personally committed to the principles of Equal Opportunity (EO) and EEO. My responsibility is to ensure that all active duty personnel, reserve component members, and civil service employees have the right to perform their jobs without fear of discrimination or harassment. My goal is to create and maintain a workplace free of unlawful discrimination, and to create and maintain a workforce reflective of our Nation's diversity.

Diversity involves inclusion of everyone regardless of their rank, occupation, skill, disability, gender, age, or ethnicity. Promoting and engendering a culture that embraces our Nation's diverse population is not just the right thing to do, it's a strategic imperative for the United States Navy. EO includes the opportunity to develop, excel, or advance in a chosen career, the opportunity to be recognized, and to receive equitable employment benefits. The obligation to support the EO and EEO programs belongs to all personnel, military and civilian, but especially to managers and supervisors who represent the organization's leadership. Managers and supervisors have significant responsibility in this area and must ensure that their personnel decisions and actions are consistent with the principles and intent of the Navy's EO and EEO programs. In addition, we must make every effort to promote Federal affirmative employment objectives. We must target our recruitment to attract qualified minorities, women, disabled individuals and disabled veterans.

My expectation is that supervisors, managers, leaders and employees will make a sincere commitment toward these goals. Leaders must encourage and empower Sailors, Marines, and Civilians, and provide them the necessary tools to reach their full potential. I expect everyone to demonstrate their talents and cooperate in helping achieve our mission.

Maintaining a healthy work climate and a diverse workforce is critical to maintaining a mission-ready workforce. Through our team work, equal opportunity, and our sensitivity to cultural differences we will enhance our ability to accomplish the mission of the Department of the Navy and of Navy Region Northwest.

J.A. SYMONDS
Rear Admiral, U.S. Navy
Commander, Navy Region Northwest