



March 18, 2015

COMMANDER, NAVY INSTALLATIONS COMMAND

Equal Employment Opportunity Policy Statement

As Commander, Navy Installations Command (CNIC), I am fully committed to Equal Employment Opportunity (EEO) for all employees and applicants for employment regardless of an individual's race, color, national origin, disability, age (40 and above), religion, sex (including sexual orientation), genetic information, and/or reprisal for participation in a prior EEO related activity.

I will not tolerate any discriminatory practices in the workplace, and as such, leaders shall hold anyone committing discriminatory actions accountable.

It is clear that our diverse and multi-cultural workforce strengthens CNIC. We must aggressively promote EEO in the workplace by creating an environment that fully utilizes the talents and strengths of all employees. To that end, I charge leaders with ensuring they provide all employees with the opportunities, tools, training, and support systems they need to develop and contribute to their fullest potential. Additionally, leaders must ensure that workplace employment decisions, actions, and recommendations are based on equal employment principles. Simply put, proactive management practices can benefit the command climate, enhance mission readiness, and positively affect services to the Fleet, Fighter, and Families served by CNIC.

I believe we do a great job demonstrating our strong commitment to recruiting, developing, retaining, and leveraging a diverse workforce to meet mission challenges. I also believe by institutionalizing EEO and workforce diversity principles into our everyday business operations that CNIC is in a better position to meet its goals and to compete for the best and brightest talent for our workforce.

I am committed to maintaining a workplace where each employee is valued and has an opportunity to contribute fully to the accomplishment of our mission. I expect CNIC to lead the way in providing a workplace environment that promotes excellence, professionalism, teamwork, respect, dignity, fairness, and equity. In this regard, ALL employees (military and civilian) have an important role in maintaining a discrimination-free work environment.

Equal Employment Opportunity – Our men and women deserve nothing less!

This policy shall be posted in conspicuous places throughout the command.

D. R. SMITH
Vice Admiral, U.S. Navy