



DEPARTMENT OF THE NAVY  
NAVAL CONSTRUCTION BATTALION CENTER  
4902 MARVIN SHIELDS BLVD  
GULFPORT MS 39501-5001  
AND  
TWENTIETH SEABEE READINESS GROUP  
4902 MARVIN SHIELDS BLVD  
GULFPORT MS 39501-5001

IN REPLY REFER TO:  
2 Aug 12

MEMORANDUM

From: Commanding Officer, Naval Construction Battalion Center,  
Gulfport/Commander, TWENTIETH Seabee Readiness Group

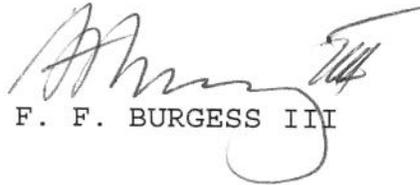
Subj: COMMANDER'S POLICY ON EQUAL EMPLOYMENT OPPORTUNITY/  
DIVERSITY

1. I affirm my full and unconditional support of the Department of the Navy's Equal Employment Opportunity Policy. Equality of opportunity and treatment regardless of race, color, gender, sexual orientation, religion, national origin, age, or disability is a fundamental policy of mine.
2. I assure each of you that the Naval Construction Battalion Center, Gulfport (NCBC)/TWENTIETH Seabee Readiness Group (20<sup>th</sup> SRG) will continue to aggressively support equal employment opportunity, and will maintain the most effective program possible. Not only is it my intent, it is my expectation that equal opportunity be provided to ALL, in ALL aspects of employment including compensation, benefits, promotion, training and development, and other privileges, terms, and conditions of employment.
3. I am totally committed to hiring and maintaining a work force reflecting the diversity of our population. The entire work force benefits by recognizing and utilizing the unique qualities that employees of different backgrounds and cultures bring to the workplace.
4. I encourage employees to take advantage of self-improvement opportunities to enhance qualifications necessary for advancement, or, the type of work that they aspire to do. Each individual employee is responsible for managing his or her career by seeking positions with added responsibilities and promotion opportunities. This also means that each of us must give of ourselves through commitment to service and doing the best job possible.

Subj: COMMANDER'S POLICY ON EQUAL EMPLOYMENT OPPORTUNITY/  
DIVERSITY

5. In this time of budgetary reductions we must carefully consider the things that we do and the decisions that we make. Managers and supervisors, both civilian and military, must keep in mind that equal employment is the only sound way of doing business.

6. I am encouraged by the strong equal employment opportunity program now in place and I am confident that all members of this dedicated team will accept the challenge of safeguarding our human resources by assuring, without exception, equal employment opportunity remains a reality throughout NCBC/20<sup>th</sup> SRG.



F. F. BURGESS III

Distribution:  
All hands