



DEPARTMENT OF THE NAVY  
NAVAL RESEARCH LABORATORY  
4555 OVERLOOK AVE SW  
WASHINGTON DC 20375-5320

IN REPLY REFER TO:  
September 2020

## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The Naval Research Laboratory (NRL) is fully committed to the fundamental principles and laws of equal employment opportunity (EEO) for all employees and applicants for employment. The law requires that everyone have equal opportunities regardless of race, color, national origin, religion, sex (including pregnancy, sexual orientation, gender identity or transgender status), age (40 years and over), disability, genetic information, retaliation for engaging in EEO activity, marital status, political affiliation, and status as a parent.

Discrimination based on any one of the protected bases will not be tolerated. Our continued success requires that every employee and applicant be treated with respect, and afforded the opportunity to excel at all levels within our organization.

In order for NRL to continue to provide superior science and technology research efforts and discoveries, employment strategies to continue to diversify the workforce is a top priority for NRL leadership. This will require targeted recruitment efforts to attract qualified minorities and individuals with disabilities. All managers and supervisors must ensure that all personnel decisions and career opportunities are in compliance with all EEO regulations. Supervisors bear particular responsibility for establishing and maintaining a healthy workplace climate and their support of EEO program goals should be reflected in contribution and performance evaluations.

Any employee, applicant, or contractor who believes he/she has been discriminated against or harassed should exercise their rights by contacting an EEO counselor within 45 days of the alleged incident. Within the EEO process, the aggrieved employee and the supervisor are encouraged to use the Alternative Dispute Resolution (ADR) program to attempt resolution or to address their concerns. ADR refers to a voluntary process in which the disputed parties may work with a third party mediator to seek resolution of the alleged issues or the conflicts. For assistance or questions on the EEO and ADR programs, contact the EEO Office at (202) 767-8390 or [eeocounselor@nrl.navy.mil](mailto:eeocounselor@nrl.navy.mil).

Discrimination of any kind will not be tolerated at NRL. Managers and supervisors are responsible and accountable for ensuring all employees have a fair and equitable work environment that is free from discrimination, harassment, and retaliation which encourages innovation, and celebrates the contributions of all employees.

*Ricardo Vigil*



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*Bruce G. Dealy*