



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

IN REPLY REFER TO:
26 September 2022

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The Naval Research Laboratory (NRL) is fully committed to the principles and laws of equal employment opportunity (EEO) in the workplace. 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 or harassment of any kind will not be tolerated at NRL. Our excellence requires that we cultivate an environment where employees and applicants be treated with dignity and respect, and have the freedom to compete for employment and advancement opportunities, on a fair and equitable playing field.

NRL is committed to achieving and maintaining an inclusive workforce that reflects America's diversity. In order to continue to provide excellence in science and technology research and discoveries to our Navy; we must continue to identify and execute strategic recruitment and outreach efforts to attract and retain qualified females, minorities and individuals with disabilities, and hold ourselves accountable toward meeting these goals. 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 maintaining a healthy workplace climate and their support of EEO program goals should be reflected in career development programs, promotions, contribution and performance evaluations, awards and recognition, and all conditions, benefits, and privileges of employment.

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.

Managers and supervisors are responsible for leading by example, modeling values-based leadership and appropriate behavior, and will be held accountable for ensuring all employees have a fair and equitable work environment that is free from discrimination, harassment, and retaliation; however, we all must contribute in order to maintain a workplace that embraces our differences and treats everyone with dignity and respect.

Bruce Danly
Director of Research

Gregory T. Petrov
Commanding Officer
Equal Opportunity Officer