



25 Jun 19

EQUAL EMPLOYMENT OPPORTUNITY (EEO) AND ANTI- HARASSMENT POLICY STATEMENT

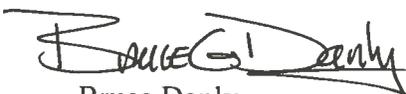
The Naval Research Laboratory (NRL) is committed to achieving a model Equal Employment Opportunity (EEO) program. As professionals, we must strive for a workplace free from discrimination and harassment, including protections for everyone regardless of race, color, religion, national origin, sex (including pregnancy, gender identity and sexual orientation), age (40 years and over), disability (mental and physical), genetic information and reprisal (for participating in EEO activity). Discrimination and/or harassment based on any of the protected characteristics will not be tolerated.

Harassment (sexual or non-sexual) is any unwelcome conduct (based on the protected characteristics) that creates a work environment that would be intimidating, hostile, or offensive to reasonable people. Individuals who believe they have experienced discrimination or harassment are encouraged to report incidents to an EEO representative, HRO representative, or supervisor. As leaders, we commit to protect employees against the fear of reprisal or retaliation.

Personnel who observe inappropriate conduct must report it immediately, without fear of reprisal. Supervisors must contact EEO and Employee Relations personnel to ensure incident reporting, prompt and thorough investigation, documentation and immediate resolution. The identity of an individual who submits a report, a witness who provides information regarding a report, and the target of the complaint, will be kept confidential to the extent possible, consistent with a thorough and impartial investigation.

We expect all NRL team members to support EEO and harassment prevention efforts. All employees must complete EEO training requirements (including sexual harassment and prevention). Supervisors bear particular responsibility for establishing and maintaining a healthy command climate, and their support of NRL's EEO and harassment prevention goals should be reflected in contribution and performance evaluations.

All NRL employees share responsibility to foster equity and diversity in the workplace. We must strive to be a model organization committed not only to the recruitment and retention of the most qualified individuals, but preserving EEO rights with exceptional care and diligence.


Bruce Danly
Director of Research


Ricardo Vigil
Commanding Officer
Equal Employment Opportunity Officer