



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

IN REPLY REFER TO:

21 Dec 18

EQUAL EMPLOYMENT OPPORTUNITY (EEO) AND HARASSMENT PREVENTION POLICIES

The Naval Research Laboratory (NRL) supports a strong 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).

Employees 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 intervene immediately. After intervention, supervisors must follow-up with EEO and Employee Relations personnel to ensure incident reporting, documentation and resolution.

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 a healthy command climate, and their performance evaluations should include contributions to EEO and harassment prevention goals.

All NRL employees share responsibility to foster equity and diversity. Together, we can build an inclusive and safe working environment for our entire team.

A handwritten signature in black ink that reads "Bruce Danly".

Bruce Danly
Director of Research

A handwritten signature in black ink that reads "S. D. Moran".

S. D. Moran
Commanding Officer
Equal Employment Opportunity Officer