DEPARTMENT OF THE NAVY
CARRIER AIRBORNE EARLY WARNING SQUADRON 120
1027 BELLINGER BLVD.
NAVAL STATION, NORFOLK, VIRGINIA 23511-2216

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21 Jul 15

MEMORANDUM

From: Commanding Officer, Carrier Airborne Early Warning Squadron ONE TWO ZERO
To: All Hands

Subj: EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

1. Treat everyone with dignity and respect. This is the cornerstone of my Command Philosophy. Equal Employment Opportunity (EEO) is a Command-wide responsibility. The obligation to support EEO objectives is shared by All Hands. Each leader and supervisor - both military and civilian - has a responsibility to support all aspects of EEO. Additionally, each member of this Command is responsible and accountable for conducting themselves in a manner consistent with the overarching principles of EEO.

2. As stated in Department of the Navy, Civilian Resources Manual, Subchapter 1601, and the Equal Employment Opportunity Commission's Management Directive 715, the VAW-120 EEO policy will: (1) accord equal opportunity and treatment to all Department of the Navy employees regardless of race, color, religion, national origin, sex, age, or disability; (2) create a workforce free from discriminatory practices, including sexual harassment. The Command will ensure discrimination complaint procedures are in place to provide adequate counseling and timely processing of complaints. In addition, Department of the Navy and VAW-120 support Executive Order 11478, as currently amended, which prohibits discrimination based on sexual orientation.

3. I fully support the goals of EEO and my expectation is that All Hands shall support them as well. All VAW-120 personnel shall be treated with dignity and respect, and will be afforded equal opportunity to professionally develop and progress consistent with their ability and initiative without regard to race, color, religion, sex, national origin, age, disability, or sexual orientation. I do not condone discrimination, reprisal against members engaging in protected activity (i.e. whistleblowers), or harassment in any form. Full support and cooperation from all personnel is expected in carrying out this policy to ensure a healthy and productive work environment.

E. L. MORRISON