



## DEPARTMENT OF THE NAVY

NAVY PERSONNEL COMMAND  
5720 INTEGRITY DRIVE  
MILLINGTON TN 38055-0000

26 Mar 12

### EQUAL OPPORTUNITY POLICY STATEMENT

1. I am committed to the principles of Equal Opportunity (EO), which promote a diverse workplace free from discrimination and harassment, ensuring equal treatment for all employees regardless of race, color, national origin, sex or religion. Bureau of Naval Personnel (BUPERS Millington)/Navy Personnel Command (NAVPERSCOM) employees shall be evaluated only on individual merit, fitness and capability.
2. Workplace harassment, including verbal or physical conduct that creates a hostile work environment, will not be tolerated. Allegations of harassment and or unlawful discrimination will be immediately investigated. Where an allegation is substantiated, appropriate action will be taken. No individual in BUPERS Millington/NAVPERSCOM shall take reprisal actions against a person who provides information on an incident of alleged unlawful discrimination, nor knowingly make a false accusation of unlawful discrimination. Those serving in a supervisory or command position shall not condone or ignore unlawful discrimination of which he or she has knowledge or has reason to have knowledge.
3. We must work together to promote positive command morale and quality of life by providing an environment in which all personnel can perform to their maximum ability, unimpeded by institutional or individual biases based on race, color, ethnicity, national origin, sex or religious stereotypes. Discrimination and harassment undermine our ability to effectively execute our mission and are not in compliance with our core values.

A handwritten signature in cursive script, reading "C. A. Covell", is positioned above the typed name.

C. A. COVELL

Rear Admiral, U.S. Navy