



EQUAL OPPORTUNITY/DIVERSITY/SEXUAL HARASSMENT POLICY



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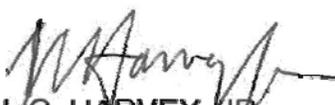


As Commander of U.S. Fleet Forces, I am personally committed to providing a work environment that values diversity, supports equal employment opportunity and is free of discrimination and harassment of any kind. I believe that our organization can and should serve as the model that reflects equal opportunity and diversity in a harassment-free environment for all of society to emulate.

Every member of our organization contributes to mission success and we must protect them by ensuring fair, scrupulous, and unbiased treatment for all. When people work in an environment where they feel fully valued, they are empowered to reach their full potential and build relationships that foster unit cohesion. Accordingly, we must keep our work areas free from discriminatory practices, racism, harassment and reprisal. I fully expect every member of the team to take prompt and vigorous action where and when deviations from these principles are discovered.

We must be confident that equal opportunity works for everyone. Each member of our team, whether civilian or uniformed, provides the knowledge and expertise that are essential to completing our mission of providing forces ready for tasking across the full spectrum of military operations. Directors, executives, managers, and supervisors shall continue to work diligently to foster an environment that builds on the unique qualities that civilian and military members from virtually every racial, cultural, and ethnic background bring to the workplace.

Discrimination and harassment are wrong and inconsistent with our Navy Ethos and our core values of Honor, Courage, and Commitment. We must continuously improve our efforts to ensure that equal opportunity is afforded to everyone, and that it is an integral part of our mission and operational readiness.


J. C. HARVEY, JR.
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