



DEPARTMENT OF THE NAVY
NAVAL AIR SYSTEMS COMMAND
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IN REPLY REFER TO

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JUL 26 2010

MEMORANDUM FOR ALL HANDS

From: Commander, Naval Air Systems Command

Subj: EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

1. It is the policy of the Naval Air Systems Command (NAVAIR) to provide equal opportunity to all persons and to prohibit discrimination based on race, color, religion, national origin, sex (including sexual harassment), age (40 years and over), disability (mental and physical), or reprisal for involvement in any Equal Employment Opportunity (EEO) and Equal Opportunity (EO) activity.

2. We must remain fully committed to preventing or correcting unlawful discrimination in employment practices and operations. If we are to be successful in recruiting and retaining the best workforce to perform the essential mission of NAVAIR, we must focus on providing equal opportunities to all NAVAIR employees and applicants for employment. Through development of a model EEO Program, we will ensure the success of this undertaking.

3. We will strive to identify and remove all barriers to employment opportunities at every level of our Command through the involvement of our National Barrier Removal Teams. Our goal is to establish a Model EEO Program consistent with the Equal Employment Opportunity Commission's Management Directive 715. To achieve this goal, our managers and supervisors, both military and civilian, must fully understand and support our diversity objectives and set the example by participating and motivating our NAVAIR community to support all our EEO/EO related programs.

4. NAVAIR is committed to maintaining a work environment that is free of discrimination or retaliation. The Command will take prompt remedial action against any NAVAIR official who retaliates against any employee for participating in the EEO/EO process or who otherwise behaves inappropriately under this policy. NAVAIR personnel are encouraged to advise supervisors, managers, or the Command's EEO/EO personnel of any discriminatory conduct affecting the Commands' work environment.

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5. As Commander, I strongly support NAVAIR's commitment to EEO/EO and will hold all employees accountable for implementing NAVAIR's EEO/EO policies in their daily actions, conduct, and workplace decisions. Every manager, supervisor, officer, and non-commissioned officer shall actively support and promote the Command's EEO/EO policies and remain informed of, and sensitive to, the impact of all decisions made in their respective areas of responsibility.

A handwritten signature in black ink, appearing to read "D. Architzel", is written over the typed name. The signature is stylized and cursive.

D. ARCHITZEL