



DEPARTMENT OF THE NAVY
NAVAL AIR WARFARE CENTER WEAPONS DIVISION
1 ADMINISTRATION CIRCLE 575 I AVENUE SUITE 1
CHINA LAKE, CA 93555-6100 POINT MUGU, CA 93042-5049

IN REPLY REFER TO:

28 Sep 22

From: Commander, Naval Air Warfare Center Weapons Division

Subj: EQUAL OPPORTUNITY/EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

1. As Commander, I am committed to ensuring Equal Opportunity (EO) for each Service Member and Equal Employment Opportunity (EEO) for each civilian. Acts of discrimination or harassment are contrary to our core values of honor, courage, and commitment. Service Members and civilians who model Navy core values do not engage in or condone these negative behaviors. Additionally, discriminatory or harassment practices adversely affect good order and discipline, unit cohesion, and mission readiness.

2. I am personally committed to implementing the elements of a Model EO/EEO Program into the NAWCWD culture, and I expect all Service Members, supervisors, managers, and employees to follow suit. These elements include a demonstrated commitment by leadership, integration of EO/EEO in to our strategy, management and program accountability, proactive prevention of unlawful discrimination, efficiency, responsiveness, and legal compliance. The success of our EO/EEO Program is ultimately the responsibility of each Service Member and employee at this activity. Incorporating equal opportunity and equal employment principles into our daily work lives is not an option but a requirement and responsibility of all Service Members and employees. The identification and elimination of any barriers to equality of opportunity is a proactive stance that we cannot afford to overlook as we execute our work assignments in an environment of dignity and respect.

3. Equality of access, opportunity, and competition in all our Naval and personnel/employment programs, management practices, and decisions including but not limited to recruitment, hiring, employee development, promotions, and awards is the responsibility of every Service Member, supervisor, manager and employee. It is my policy that all members of this organization and applicants for employment be treated with dignity and respect, and be valued equally, regardless of race, color, religion, sex (including pregnancy, sex stereotyping, gender identity, transgender status, and sexual orientation), national origin, age (40 years of age or older), disability (mental or physical), genetic information (including family medical history), or reprisal/retaliation based on opposition to or participation in the discrimination complaints process, for civilian employees. If you believe you have been discriminated against or harassed based on any of these categories, you are encouraged to promptly notify your chain of command and the EO/EEO staff. Reprisal for participating in the EO/EEO process or opposing discrimination or harassment is strictly prohibited and will result in prompt and appropriate action. By integrating equal employment opportunity principles in all our employment-related decisions, we send a clear message to each individual that they are a valued member of the NAWCWD and Naval Air Systems Command team.

4. In addition to this EO/EEO Policy, I issued the NAWCWD Policy for the Prevention and Elimination of Harassment in the Workplace. This policy statement may be found at the following website address:
<https://nawcwnd.navair.navy.mil/NAWCWD/TFSM/html/eoo/index.html>.

5. All Service Members and employees should read and become familiar with the contents of these policy statements.


K. A. HASH