



DEPARTMENT OF THE NAVY
MID-ATLANTIC REGIONAL MAINTENANCE CENTER
9727 AVIONICS LOOP
NORFOLK VA 23511-2124



EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY STATEMENT

16 August 2019

As the Equal Employment Opportunity Officer for Mid-Atlantic Regional Maintenance Center (MARMC), I am fully committed to the equal treatment of all employees, including government civilians, military personnel and contract support personnel. It is my responsibility to ensure opportunity without regard to race, sex, color, age, religion, national origin, physical or mental disability, sexual orientation or genetic information.

Discrimination has a negative impact on morale and mission. Every MARMC employee must take the responsibility of promoting an environment free of discrimination.

Respect each other. Be aware of our cultural differences, and value each person's contribution toward the accomplishment of our mission. Managers and supervisors will cooperate fully in the resolution of discrimination complaints at the earliest possible level and shall take steps to remove barriers to equal opportunity including:

- Recruit, train, develop, promote, reward, retain, and deploy a skilled and capable diverse workforce in a fair and consistent manner on the basis of merit.
- Maintain a work environment free from unlawful discrimination and harassment.
- Provide reasonable accommodations for qualified applicants and employees with disabilities.
- Ensure all MARMC government civilians, military personnel and contract employees are educated about their rights and responsibilities under Federal civil rights laws.
- Act promptly, appropriately, and decisively in support of this policy to ensure personal accountability throughout the command.

The full scope of the EEO program is outlined in MARMCINST 12713.1A. Anyone having questions regarding the Command EEO Program or believing that they have been discriminated against can contact the EEO Center of Excellence at Fleet Human Resources Office, Norfolk Naval Shipyard at (757) 396-7888 with any civilian personnel EEO concerns or complaints. Military personnel can contact the Command Managed Equal Opportunity Advisor at (757) 837-7736. This can be done in confidentiality and without fear of reprisal.

I stand behind Navy EEO policies and will do my best every day to exemplify the principles on which they are based. I ask that you do the same.


T. A. BARNEY