



14 July 2023

## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The Naval Research Laboratory (NRL) is fully committed to the principles and laws of equal employment opportunity (EEO) in the workplace. The law requires that everyone have equal opportunities regardless of race, color, religion, national origin, sex (including pregnancy, sexual orientation, gender identity or transgender status), age (40 years and over), disability (mental or physical), genetic information, retaliation for engaging in EEO activity, marital status, political affiliation, and status as a parent. Discrimination or harassment of any kind will not be tolerated at NRL. Our success depends on the dedication, creativity, and diverse perspectives of our employees and we are committed to maintaining an environment that values and respects the unique qualities and contributions of each individual.

In order to continue to provide excellence in science and technology research and discoveries to our Navy; we must continue to identify and execute strategic recruitment and outreach efforts to attract and retain qualified females, minorities and individuals with disabilities, and hold ourselves accountable toward meeting these goals. We value the talents, perspectives, and contributions of our diverse workforce and are dedicated to maintaining an inclusive culture that fosters respect, collaboration, and equal opportunities for all. We are committed to ensuring that our policies, practices, and decisions regarding recruitment, hiring, training, promotion, compensation, benefits, and other employment-related matters are in accordance with the principles of equal opportunity.

Any employee, applicant, or contractor who believes he/she has been discriminated against or harassed should exercise their rights by contacting an EEO counselor within 45 days of the alleged incident. Within the EEO process, the aggrieved employee and the supervisor are encouraged to use the Alternative Dispute Resolution (ADR) program to attempt resolution or to address their concerns. ADR refers to a voluntary process in which the disputed parties may work with a third party mediator to seek resolution of the alleged issues or the conflicts. For assistance or questions on the EEO and ADR programs, contact the EEO Office at (202) 528-9687 or [eeo@nrl.navy.mil](mailto:eeo@nrl.navy.mil).

Managers and supervisors are responsible for leading by example, modeling values-based leadership and appropriate behavior, and will be held accountable for ensuring all employees have a fair and equitable work environment that is free from discrimination, harassment, and retaliation; however, we all must contribute in order to maintain a workplace that embraces our differences and treats everyone with dignity and respect.

  
BRUCE DANLY  
Director of Research

  
J. H. BLACK  
Commanding Officer  
EEO Officer