



DEPARTMENT OF THE NAVY  
BUREAU OF NAVAL PERSONNEL  
5720 INTEGRITY DRIVE  
MILLINGTON, TN 38055-0000

Canc frp: Jul 08

BUPERSNOTE 12713  
BUPERS-00E  
10 Aug 07

BUPERS NOTICE 12713

From: Chief of Naval Personnel

Subj: BUREAU OF NAVAL PERSONNEL (BUPERS) EQUAL EMPLOYMENT  
OPPORTUNITY EEO/WORKFORCE DIVERSITY POLICY STATEMENT FOR  
CIVILIAN PERSONNEL

Ref: (a) Equal Employment Opportunity Commission  
EEO Management Directive MD-715 of 1 OCT 03

Encl: (1) Chief of Naval Personnel Equal Employment Opportunity  
(EEO)/Workforce Diversity Policy Statement

1. Purpose. To promulgate the provisions of reference (a) in  
respect to equal employment opportunity policy statements.

2. Background. Per reference (a), the Chief of Naval Personnel  
(CHNAVPERS) policy statement represents the first essential  
element in demonstrating leadership's commitment to a model  
equal employment opportunity program. The CHNAVPERS policy  
statement covers military supervisors of civilian personnel, all  
civilian appropriated and nonappropriated funds employees, and  
applicants for employment that falls under the Bureau of Naval  
Personnel, Budget Submitting Office.

3. Action. Activity heads are to reaffirm this policy  
statement and ensure enclosure (1) is posted prominently on all  
bulletin boards, to include the activity Web site.

4. Cancellation Contingency. This notice may be retained for  
record purposes or until superseded by another notice on the  
same subject.

A handwritten signature in black ink, appearing to read "J. C. Harvey, Jr.", is located below the main text.

J. C. HARVEY, JR.  
Vice Admiral, U.S. Navy

Distribution:

Electronic only via BUPERS Web site  
<http://buperscd.technology.navy.mil/>

10 Aug 07

**CHIEF OF NAVAL PERSONNEL****EQUAL EMPLOYMENT OPPORTUNITY (EEO)/WORKFORCE DIVERSITY POLICY STATEMENT**

This is to affirm that I am personally and professionally committed to the principles of equal employment opportunity (EEO) and a diverse workforce that is free of discrimination and/or discriminatory harassment by assuring the following:

- EEO for all employees and applicants for employment, regardless of their race, religion, color, sex, national origin, age, or disability.
- All employees will have the freedom to compete on a fair and level playing field with equal opportunity for competition.
- EEO covers all personnel/employment programs, management practices and decisions including, but not limited to, recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation.
- Workplace harassment will not be tolerated, allegations of harassment will be immediately investigated, and where allegations are substantiated, appropriate action will be taken.
- Reprisal against one who engaged in protected activity will not be tolerated, and the agency supports the rights of all employees to exercise their rights under the civil rights statutes.

Our Nation's diversity is one of its most enduring strengths. As such, I am reaffirming the requirement of our civilian and military managers to ensure that individuals are judged solely on the bases of merit and ability and that differences are accorded respect. It is essential that the Bureau of Naval Personnel (BUPERS) maintain an environment free of harassment, including verbal or physical conduct that creates an intimidating or hostile environment for an individual.

As Chief of Naval Personnel, I am fully aware that complying with this policy statement will require both a sincere commitment and proactive participation in our EEO/Workforce Diversity efforts. Therefore, managers and supervisors are both responsible and accountable for attempting resolution of complaint allegations and supporting and implementing the EEO/Workforce Diversity. I urge each manager and supervisor to assume a position of leadership and accept the challenge to achieve a fully representative diverse workforce by improving retention and recruitment. I expect our leaders to empower employees with the means necessary to reach their full career potential. I also invite and expect all employees to provide their cooperation and talents to help our managers meet this expectation.

Finally, through all our efforts of maintaining sensitivity to our cultural differences and valuing the contributions of each member of our team, I am most confident that we will continue to accomplish our mission. Your efforts toward these goals are greatly appreciated.

J. C. HARVEY, JR.  
Vice Admiral, U.S. Navy

Enclosure (1)