

8 May 2020

**COMMANDER
NAVY REGION EUROPE, AFRICA, CENTRAL
EQUAL EMPLOYMENT OPPORTUNITY**

All members of Commander, Navy Region Europe, Africa, Central (CNREURAFCENT) play an important role in the accomplishment of our mission and have the right to work or advance on the basis of merit, ability and potential, free from social, personal or individual barriers of prohibited discrimination. It is my intent to foster an environment which enables all employees to reach their full potential.

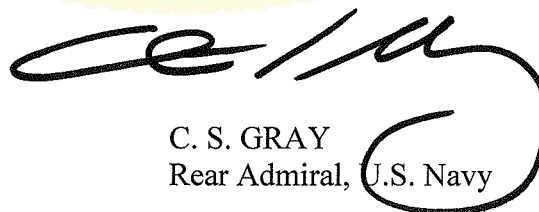
As Commander and Equal Opportunity Officer (EEO), I am personally committed to making CNREURAFCENT a model employer providing equal opportunity to all employees and applicants for employment. Discrimination based on race, color, religion, sex (including gender-based discrimination such as pregnancy, gender identity and gender stereotyping), national origin, age (40 years or older) disability (mental or physical) or genetic information will not be tolerated. Additionally, retaliation for filing an EEO complaint, participating in the EEO process, or opposing any unlawful practice, policy or procedure is unacceptable.

I am personally committed to ensure adherence to all EEO laws and policies. To this end, I fully support reasonable accommodations for individuals with disabilities. It is my intent with this policy to fully comply with the reasonable accommodations requirements of the Rehabilitation Act of 1973.

A successful EEO program requires support and participation from all managers, supervisors and employees. As a team, we must hold ourselves accountable for the acceptance, promotion, support and success of the EEO program.

If you are a civilian employee and believe that you have been discriminated against, you may consult with an EEO counselor to resolve the matter. The matter must be brought to the attention of the EEO Office within 45 calendar days from the date the alleged act occurred; the effective date of an alleged discriminatory personnel action; or the date you knew or reasonably should have known that it occurred. You may contact the CNREURAFCENT EEO Office at: DSN: 314-626-5522 or COMM: +39-081-568-5522.

I encourage all members of the Navy team to strive for, achieve, and maintain a positive workplace environment.



C. S. GRAY
Rear Admiral, U.S. Navy