



17 July 2023

EQUAL EMPLOYMENT OPPORTUNITY/DIVERSITY POLICY STATEMENT

All members of U.S. Naval Support Activity (NAVSUPACT), Naples, Italy 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 institutional barriers of prohibited discrimination. It is my intent to foster an environment which enables all employees to reach their full potential.

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

NAVSUPACT Naples requires a workplace culture where difference in heritage, background, sexual orientation, style, tradition, and views are valued, respected, and used to promote an open, collaborative, trusting and inclusive working environment. Diversity is critical to the mission success of the Department of Navy and this Command. As the EEO, I am personally committed to ensuring 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.

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

J. L. RANDAZZO