



I am personally committed to provide a work environment that values diversity and is free of discrimination and harassment. I believe that our organization can serve as the model that reflects Equal Opportunity and Diversity for all of society to emulate.

People are our most precious asset and we protect them by fair, scrupulous, and unbiased treatment. When people work in an environment where they feel fully valued, they are empowered to do their own personal best and build relationships in which they work together and maximize their full potential. Each civilian and military member provides the expertise that is essential to supporting our shared mission of national defense. We must keep our work areas free from discriminatory practices, racism, or harassment. I see this as my obligation. It is also the obligation of each civilian and military member to take prompt and vigorous action where and when deviations from this obligation are discovered.

Our personnel process of recruiting, classification, assignment, promotion, and education must support this sense of fairness. We must be confident that these processes work for everyone. Directors, executives, managers, and supervisors shall continue the diligent work of establishing an environment that builds on the unique qualities that civilian and military members from virtually every racial, cultural, and ethnic background bring to the workplace.

Discrimination and harassment are wrong. They are inconsistent with the Navy core values of Honor, Courage, and Commitment. Valuing Diversity is smart business and the right thing to do. We must continuously improve our efforts to ensure that Equal Opportunity is afforded to everyone, and that it is an integral part of our mission and operational readiness.


NORBERT R. RYAN, JR.
Vice Admiral, U.S. Navy