



THE SECRETARY OF THE NAVY
WASHINGTON DC 20350-1000

August 10, 2026

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The Department of the Navy (DON) is entrusted with defending freedom, preserving economic prosperity, and keeping the seas open and free. To achieve this vital mission, we are shaping the next generation of leaders who display initiative, independent thinking, and intellectual curiosity. Our strength is derived from our people, and by treating every Sailor, Marine, and civilian with dignity and respect, we ensure the DON remains the most talented and combat-ready force for the years ahead.

In alignment with our core values of Honor, Courage, and Commitment, it is the steadfast policy of the DON to provide Equal Employment Opportunity (EEO) for all employees and applicants. We are committed to creating a workplace free from discrimination and ensuring all have the freedom to compete on a fair and level playing field. This policy prohibits discrimination on any protected basis, including race, color, religion, sex, national origin, age (40 and over), disability, genetic information (including family medical history); or pregnancy, childbirth, or related medical conditions (pursuant to 29 CFR § 1614.101(a)). This commitment to EEO covers all personnel and employment programs, management practices, and decisions, including but not limited to recruitment and hiring, merit promotions, transfers and reassignments, training and career development, employee benefits, and separations.

The DON will not tolerate workplace harassment or reprisal in any form. Reprisal against any individual for engaging in protected EEO activity—such as opposing a discriminatory practice or participating in the EEO complaint process—is strictly forbidden. When issues arise, we must execute with urgency and accountability to take swift and appropriate action to correct any harassing conduct before it becomes severe or pervasive.

I expect every member of the DON to foster and promote an environment of equal employment opportunity. This policy will be strictly enforced, and violations can result in disciplinary action. If you believe you have been subjected to or have witnessed unlawful discrimination or harassment, please contact your command's EEO office or email donoeeo@us.navy.mil.

Thank you for your service, your impeccable dedication to our mission, and your personal commitment to upholding equality of opportunity for all.

A handwritten signature in black ink, appearing to read "Hung Cao", is positioned above the printed name.

Hung Cao
Acting