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CHIEF OF NAVAL AIR TRAINING
EQUAL OPPORTUNITY AND EQUAL EMPLOYMENT OPPORTUNITY POLICY

1. The United States Navy is dependent upon the unique abilities, talents and capabilities of each and every Sailor, Marine, civilian federal employee and contractor. The Naval Air Training Command (NATRACOM) is a high-performance organization that relies on its dynamic and diverse workforce to accomplish critical national security missions.

2. Acts of unlawful discrimination and sexual harassment are contrary to our Core Values of Honor, Courage, and Commitment. Sailors and civilians who model Navy Core Values do not engage in negative behaviors nor condone these actions in others. Additionally, negative practices adversely affect good order and discipline, unit cohesion, mission readiness, and prevent our Navy from attaining the highest level of operational readiness.

3. I am fully committed to equal opportunity. I expect those in positions of authority to ensure that an equal opportunity climate is maintained throughout the command and discrimination complaints are investigated promptly and seriously. No individual shall take reprisal action against a person who provides information on an incident of unlawful discrimination or sexual harassment. I also expect all NATRACOM personnel to treat each other and those we serve with respect and dignity.

4. It is each person's responsibility to promote command morale and quality of service by providing a work environment in which all personnel can perform to their maximum ability, unimpeded by institutional or individual biases based on race, color, national origin, sex, pregnancy, sexual orientation, gender identity, age, religion, disability, or genetic information. Leaders and supervisors at all levels must create and maintain a positive environment through effective communication, training, education, enforcement, assessment, and personal example.

R. T. BROPHY