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EQUAL EMPLOYMENT OPPORTUNITY POLICY

As Director of the Naval Criminal Investigative Service, I am committed to fostering a cohesive culture of mutual respect, trust, and confidence by maintaining the highest professional standards and by ensuring equal opportunity for all members of our workforce. To promote equal employment opportunity, I will ensure that all agency programs recruit, select, train, develop, promote, and reward employees in a fair and consistent manner, solely on the basis of merit.

My goal is to further foster and maintain a positive work environment where discrimination and harassment are not tolerated. All employees will have an equal opportunity to reach their maximum potential. No employee will be denied equal opportunity because of their race, color, religion, national origin, sex, age, disability, genetic information, or any other non-merit factor. By adhering to these principles of equal opportunity, our leaders, managers, and supervisors will inspire and maintain the confidence of our employees and those we serve. By respecting our differences and valuing the contributions of all team members, we can further foster a positive work environment and better accomplish our mission.

I will ensure that we maintain a work environment where communication and dialogue are encouraged; where conflicts and complaints are resolved in a prompt, impartial, and constructive manner; and where employees may bring equal employment and other concerns to leadership without fear of reprisal.

I am depending on our managers and supervisors to provide all employees with equal opportunity to training, career development, promotions, and awards, and to provide reasonable accommodations to employees with disabilities. I am depending on all of you to promote our culture of equal opportunity, and to prevent and promptly correct any harassing or other improper conduct in the workplace.

Together, we can continue to build a model work environment where all employees are valued and have an equal opportunity to contribute their unique skills and talents to fulfilling our mission to protect and serve the men and women of the United States Navy and Marine Corps.

ANDREW TRAVER
Director, NCIS