



DEPARTMENT OF THE NAVY

COMMANDER NAVY REGION SOUTHWEST
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EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

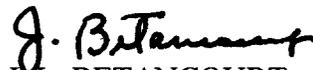
The policy of the United States Government is to provide equal employment opportunity for all persons regardless of race, color, national origin, religion, sex, sexual orientation, age or non-disqualifying physical or mental disabilities. The Department of the Navy's Equal Employment Opportunity goals and objectives fully support this policy.

As the Equal Employment Opportunity (EEO) Officer and Commander Navy Region Southwest (CNRSW), I am personally committed to the principles of equal employment opportunity and encourage full utilization of the skills of every Navy employee.

The obligation to support the Equal Employment Opportunity Program and to carry out a successful affirmative action effort are shared by all personnel, both military and civilian, but especially by managers and supervisors who provide organizational leadership. Managers and supervisors have significant responsibility in this area and must assure that their personnel decisions and actions are consistent with the principles and intent of the Navy's Equal Employment Opportunity Program.

We must make every effort to promote Federal affirmative employment objectives. We must target our recruitment in order to attract qualified minorities, women, disabled individuals and disabled veterans in direct relationship to their degree of under representation in our work force. Additionally, I am committed to the creation of an environment wherein all employees are treated fairly and with respect, and where performance is judged without reference to discriminatory, non-merit factors.

It is the policy of Commander Navy Region Southwest to accord equal employment opportunity to all employees and applicants for employment. Congruent with law and regulation, merit and fitness shall be the sole basis for employment decisions.


J. L. BETANCOURT