



Special Message from the Commanding Officer

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Equal Employment Opportunity (EEO) and Diversity

The Value of Diversity

Diversity is critical to the mission success of Fleet Readiness Center Southeast (FRCSE) in relation to race, gender, age, disabilities, religion, job title, physical appearance, sexual orientation, nationality, multi-cultures, competency, training, experience, and personal habits. Respect for individual differences is fundamental to building high-performance teams. Our organization can draw from these differences to meet business strategy needs and the needs of our customers more effectively while supporting the Warfighter. Management of diversity is a vital process requiring the creation of a workplace culture where differences in heritage, background, style, tradition and views are valued, respected and used to promote an open collaborative and inclusive working environment.

Expectations

FRCSE is fully committed to promoting equal opportunity in employment for personnel and applicants for employment while providing an environment free from discrimination and harassment. The intent is to foster an environment enabling employees to reach full potential in pursuit of FRCSE's mission. Everyone at FRCSE must have an equal opportunity to excel and contribute to the mission regardless of age, color, disability, sex (including pregnancy, sexual orientation, and gender identity), genetic information (GINA), national origin, race, religion, or reprisal (based on protected EEO activity). As our Equal Opportunity Employment Officer, I request each of you:

- Freely contribute your unique perspectives and capabilities to ultimately provide better readiness to the Fleet.
- Immediately report any real or perceived barriers of equal employment opportunity to your supervisor and/or the EEO Office at (904)790-7271 or e-mail frcse_eeo@navy.mil. In cases where misunderstandings occur, personnel are encouraged to participate in the alternative dispute resolution process, where appropriate, to address concerns.

Management Responsibilities

Management should endeavor to:

- Fully execute and support EEO policies and diversity requirements.
- Participate in developing a diverse workforce through education on diversity management principles.
- Take an active role in monitoring the workplace to ensure it is free of unlawful discrimination, hostility, intimidation, reprisal, or harassment.
- Take prompt action to correct inappropriate behavior.
- Ensure your own actions are beyond reproach in promoting equal employment opportunity and diversity.

We all must work to encourage and create an environment where inclusion, respect, and acceptance of differences are valued. We must aggressively pursue the elimination of barriers to success for all our valued employees and put into practice the principles of diversity and inclusion in everything we do.


G. G. DUFFEY

Distribution:
List A