



## DEPARTMENT OF THE NAVY

STRATEGIC SYSTEMS PROGRAMS  
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IN REPLY REFER TO

June 8, 2010

### **EQUAL EMPLOYMENT OPPORTUNITY (EEO), DIVERSITY AND PREVENTION OF SEXUAL HARASSMENT (POSH) POLICY STATEMENT**

As Director of Strategic Systems Programs it is my policy and practice to ensure equal employment opportunities without regard to race, ethnicity, religion, color, sex, national origin, age, United States military veteran's status, ancestry, sexual orientation, gender identity or expression, marital status, family structure, or mental or physical disability; so long as the essential functions of the job can be performed with or without reasonable accommodation.

The Navy's commitment to provide a work environment free of sexual harassment is promulgated through SECNAVINST 5300.26D. Our Mission is to create a place of employment that is non-discriminatory, harassment free, diverse, fair, ethical, inclusive, and values the contribution of all employees.

At SSP, we recognize that diversity is not just a short-term trend but rather a business imperative. It's about creating an environment that welcomes, respects, and leverages on our individual differences as a competitive strength.

While diversity takes on much broader dimensions, there is no question that we could not fulfill our commitment to diversity without our full dedication to meeting the spirit of EEO and Affirmative Action. EEO laws help to ensure that race, sex, national origin and other legally protected characteristics are not considered in employment decisions, while Affirmative Action regulations help us remove the barriers of hiring and the advancement of minorities, women, individuals with disabilities and covered veterans.

Together, EEO and Affirmative Action simply help us identify the effort we need to take to increase representation of these groups in our workforce. It's all about creating an even playing field where everybody has a fair chance to reach their full potential in contributing to our business.

My expectation from all SSP personnel is to actively support this policy in order to achieve a well qualified and motivated team that reflects our Nation's diversity, and to have an

environment free of discrimination that affords opportunity based on ability and desires.

Our commitment includes:

- Hiring, training and promoting in accordance with the principles of equal employment opportunity
- Ensuring that all personnel actions, including compensation, transfers, terminations, training, tuition assistance, and social and recreational programs are administered in accordance with the principles of equal opportunity
- Engaging in outreach and recruitment of under-represented, qualified minority and female applicants
- Engaging in outreach and recruitment and providing equal employment opportunities to qualified persons with disabilities, disabled veterans, covered veterans, and the newly separated veterans.

As a team, we must be dedicated to the achievement of excellence by cultivating an environment where the rights, concerns, and contributions of all employees are recognized and valued.



T. J. BENEDICT