Commanding Officer
Naval Base Ventura County

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

As your Commanding Officer, it is appropriate that I communicate my personal commitment to the principles of Equal Employment Opportunity (EEO).

Equal Employment Opportunity provides each of us the assurance of the opportunity to perform to our optimum, to be judged on our individual merit, and to be treated with respect and dignity. Further, our race, color, religion, sex, national origin, age, physical or mental disability, or sexual orientation will not be used to deny any of us that opportunity. I will not tolerate those who discriminate, nor those who retaliate against any employee who participates in any EEO activity.

NBVC has affirmatively worked to attain a workforce that greatly reflects the cultural and ethnic diversity of our surrounding communities. Today, our challenge is even greater! As we continue to experience selective reductions in our workforce, and changes in how we conduct business, we must strive to retain the richness of our diversity. As we become innovative in managing reduced resources, we must be innovative in our approach to Affirmative Employment. To accomplish this, in a downsizing environment, it is imperative that we look within: upward mobility, the mentoring of our subordinate employees, developing career enhancing job assignments, and expanding access to training. We must continue to provide opportunity for individual growth if we are to continue to succeed!

Those of us who hold positions of leadership hold positions of trust and responsibility. Our employees trust that we will be fair and equitable in our decision making. By adopting these principles, we demonstrate our responsibility and commitment to our employees. As your Commanding Officer, I will energetically promote those principles and objectives.

P. S. GROSSGOLD
Captain, U. S. Navy
Commanding Officer
Naval Base Ventura County
October 2004