

## **EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

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**/Signed August 16, 2002/**

**The National Oceanic and Atmospheric Administration (NOAA) reaffirms its commitment to equal opportunity for all persons regardless of race, color, sex, national origin, religion, age, disability and/or sexual orientation. We also pledge freedom from retaliation for participation in the equal employment opportunity process. This commitment ensures that NOAA will conduct all of its employment practices in a nondiscriminatory manner.**

**Managers, supervisors and Equal Employment Opportunity (EEO) officials must work together to reflect our commitment to EEO. This includes increasing the employment and advancement opportunities of those groups that are underrepresented in the workforce, making every effort to reasonably accommodate people with disabilities and cooperating with agency officials in all aspects of the discrimination complaint process. The challenge of providing equal opportunity must be demonstrated by managers and supervisors in administering NOAA's programs. In doing so, we will not only build the foundation for carrying out EEO policy, but we will also set an example for other employees to follow as they perform NOAA's mission.**

**EEO is a sound management practice which helps ensure that the best and brightest people are chosen for the NOAA team, resulting in a workforce which reflects the diversity of our nation.**

**I join Secretary Evans in support of the Department's EEO program and I sincerely hope that each manager, supervisor and employee at NOAA will share this responsibility with me.**

**Conrad C. Lautenbacher, Jr.  
Vice Admiral, U.S. Navy (Ret.)  
Under Secretary of Commerce for Oceans and Atmosphere**