



DEPARTMENT OF THE NAVY  
OFFICE OF THE JUDGE ADVOCATE GENERAL  
WASHINGTON NAVY YARD  
1322 PATTERSON AVENUE SE SUITE 3000  
WASHINGTON DC 20374-5066

IN REPLY REFER TO

AUG 24 2009

From: Judge Advocate General  
Commander, Naval Legal Service Command

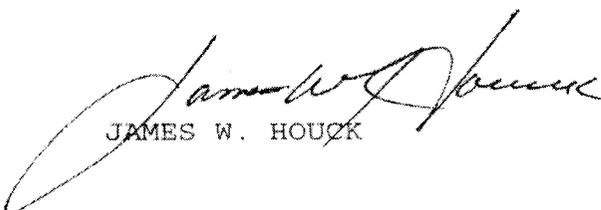
Subj: EQUAL OPPORTUNITY POLICY

Ref: (a) SECNAVINST 5350.16A  
(b) OPNAVINST 5354.1F

1. The ability of the Judge Advocate General's (JAG) Corps to perform its mission is directly related to the fair and equitable treatment of all our personnel - officer, enlisted, and civilian. Every Sailor, Marine, and civilian, regardless of race, ethnicity, color, religion, gender, or national origin, shall be treated with the utmost dignity and made a valued member of the JAG Corps team. Discrimination undermines and diminishes an organization's ability to function in an effective manner. Discrimination destroys confidence and trust, and erodes an organization's cohesion and readiness. Such behavior is contrary to Navy Core Values of Honor, Courage, and Commitment and must not be tolerated.

2. Every member of the JAG Corps shall be afforded an equal opportunity to become a productive, effective, and contributing member of the JAG Corps team. Historical inability to overcome prejudices has proved detrimental to readiness and mission accomplishment. We must sustain our efforts and momentum to overcome prejudicial biases or stereotypes that impede our cohesiveness, camaraderie, morale, and mission accomplishment. It is the responsibility of every member of the JAG Corps team to ensure that unlawful discrimination does not occur in any form, at any level. No one may, by act, word, deed, or omission, condone or ignore discrimination. Discriminatory practices shall be reported to the proper authorities for appropriate action as set forth in references (a) and (b). Reprisal against any victim or witness of discrimination is strictly prohibited. As a testament to the trust and confidence our Navy places in the JAG Corps, we must continue to serve as the model of equal opportunity and diversity for the entire Navy to emulate.

  
NANETTE M. DERENZI

  
JAMES W. HOUCK