



DEPARTMENT OF THE NAVY  
OFFICE OF THE JUDGE ADVOCATE GENERAL  
NAVAL LEGAL SERVICE COMMAND  
WASHINGTON, DC

5354  
MAR 01 2019

From: Judge Advocate General of the Navy  
Commander, Naval Legal Service Command

Ref: (a) SECNAVINST 5350.16 (Series)  
(b) OPNAVINST 5354.1 (Series)

Subj: EQUAL OPPORTUNITY POLICY AND EQUAL EMPLOYMENT OPPORTUNITY POLICY

1. We are committed to maintaining a work environment free from unlawful discrimination for all members of the Office of the Judge Advocate General (OJAG), Naval Legal Service Command (NLSC), and those who support and serve with our military forces.
2. We expect all leaders, uniformed and civilian, to take an active role in fostering an environment where personnel can perform to their highest ability. Civilians shall be provided Equal Employment Opportunity (EEO) regardless of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability (mental and physical), protected EEO activity (i.e., participating in the EEO process or opposing discrimination), or genetic information (including genetic testing or family medical history). All military members shall be afforded equal opportunity without discrimination based on race, religion, color, sex (including gender identity), national origin, or sexual orientation.
3. Discrimination will not be tolerated. We require all personnel at every level to take an active role in preventing discrimination. All employees have the right to report an alleged violation of this policy, pursue a legitimate complaint, or cooperate in an investigation of an alleged violation, without fear of intimidation or reprisal. Every complaint will be processed in accordance with the applicable laws and instructions. Efforts will be made to resolve complaints at the earliest opportunity and any persons found in violation of this policy shall be subject to appropriate military or civilian administrative and disciplinary actions.
4. Leadership shall proactively and regularly monitor the climate of our command, to identify and eliminate barriers to equal opportunity (EO), and to assess ways to uphold OJAG/NLSC as the "employer of choice" and advance the Navy as the "service of choice." Sustaining the highest levels of operations, readiness, and maritime superiority rests in our ability to attract and retain the most qualified talent at all levels.
5. EO and EEO are the responsibility of every manager, supervisor, service member, and employee. We must all fully uphold the Department of the Navy's EO and EEO policies and initiatives.

D. E. CRANDALL

JOHN G. HANNINK

*Thanks for joining  
in this effort!*