



Equal Employment Opportunity Policy

March 2010

As the Director of the United States Naval Criminal Investigative Service (NCIS), I am personally committed to promoting equal employment opportunity for all persons in the workplace. Discrimination of NCIS employees and applicants on the basis of race, color, age, sex, religion, national origin, or disability is strictly prohibited. Furthermore, individuals have the right to utilize the Equal Employment Opportunity (EEO) process without fear of reprisal.


People are our most valuable asset. In order to take full advantage of this valuable asset, we must be inclusive and respectful of all groups of individuals to attain and retain the best of the best for NCIS. Each employee of NCIS is an integral part of fulfilling our mission as an innovative, initiative oriented professional law enforcement and security agency. Each of us must be sensitive to our cultural differences and value the contributions every member makes to the accomplishment of our mission.

Through our EEO process, we will continue to identify and subsequently remove any and all barriers to equal employment opportunities in our agency. All individuals at NCIS must understand and support the EEO initiatives.

In order to achieve our goals, leadership must set positive examples. For our managers and supervisors, both military and civilian, establishing and maintaining a healthy equal opportunity climate are integral to your job. I expect everyone to participate and in order to ensure this, managers and supervisors will be held accountable for their actions.

NCIS will provide a work environment free of harassment and discrimination of any kind. We must all do our part. I am confident that continued support of this policy throughout NCIS will demonstrate an inclusive and fair work environment that compliments our noble mission.

Anyone having questions regarding our EEO posture and/or policy is encouraged to discuss them directly with me or with my Deputy EEO Officer, Mr. Clayton Jones, who can be contacted at (202) 433-7356 or by email at clayton.j.jones@navy.mil.


Mark D. Clookie
Director