

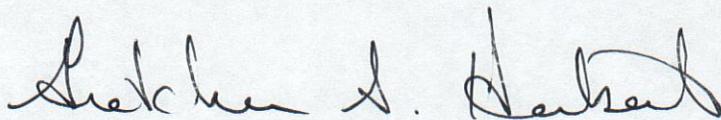
NAVY CYBER FORCES EQUAL OPPORTUNITY AND COMMAND CLIMATE POLICY STATEMENT

We are citizens of a multi-ethnic nation founded on the most basic premise that every individual possesses inherent value, dignity and worth. America's diversity is our most precious resource, and the diversity of our Navy enables us to be the most operationally capable and effective fighting force in the world.

Contradicting that basic premise however, are episodes in our nation's and our Navy's history where individual worth has been marginalized, disregarded or even violated on the basis of race, gender, sexual orientation, religious beliefs or disability. Resolving this contradiction is among our most urgent responsibilities and central to the covenant we have with our Sailors and government employees.

We who choose to serve in or work for the Armed Forces of the United States have an obligation not only to defend our country, but also to uphold and exemplify its most cherished values. I expect all men and women of Navy Cyber Forces to accept and personify this obligation. We shall uphold the highest standards of personal integrity, embrace those practices that promote equal opportunity and embody those policies that promote merit above all. Sexual harassment, sexual assault, fraternization, unfair treatment, hazing, reprisals, threats of reprisals and discrimination in any form are incompatible with these goals and unacceptable at our command. Additionally, these actions are contrary to our core values of honor, courage and commitment and adversely affect good order and discipline, teamwork and mission readiness.

I am committed to ensuring that all personnel assigned to this command enjoy a workplace free of unethical practices. All CYBERFOR personnel will foster an environment in which all are treated fairly and with respect, and shall immediately report through the chain of command any personnel who undermine these efforts. I am morally obligated and personally committed to addressing all valid concerns and shall hold accountable those who violate my policy.



GRETCHEN S. HERBERT
COMMANDER
NAVY CYBER FORCES