



DEPARTMENT OF THE NAVY
COMMANDER
NAVAL EDUCATION AND TRAINING COMMAND
250 DALLAS STREET
PENSACOLA, FLORIDA 32508-5220

Canc: Nov 2023

NETCNOTE 5000
N04
28 Nov 2022

NETC NOTICE 5000

From: Commander, Naval Education and Training Command

Subj: NAVAL EDUCATION AND TRAINING COMMAND POLICY STATEMENTS

Encl: (1) Occupational Safety and Health Policy Statement
(2) Community Service and Outreach Policy Statement
(3) Statement of Support for the Department of Defense Program for Stability of Civilian Employment
(4) Equal Employment Opportunity and Military Equal Opportunity Policy Statement
(5) Anti-Harassment Policy Statement
(6) Civilian Employee Assistance Program Policy Statement
(7) Sexual Assault Policy Statement
(8) Drug and Alcohol Policy Statement
(9) Culture of Excellence and Dignity and Respect Policy Statement
(10) Diversity, Equity, and Inclusion Policy Statement

1. Purpose. To issue the Naval Education and Training Command (NETC) Policy Statements.

2. Background. NETC will fully comply with Department of Defense and Department of the Navy policies, and these policies are reiterated in enclosures (1) through (10).

3. Records Management

a. Records created as a result of this notice, regardless of format or media, must be maintained and dispositioned per the records disposition schedules located on the Department of the Navy Assistant for Administration, Directives and Records Management Division portal page at <https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-Information-Management/Approved%20Record%20Schedules/Forms/AllItems.aspx>.

NETCNOTE 5000
28 Nov 2022

b. For questions concerning the management of records related to this notice or the records disposition schedules, please contact the local records manager.



P. A. GARVIN

Releasability and distribution:

This notice is cleared for public release and is available electronically on the NETC Public Website (www.netc.navy.mil) or by email at netc-directives@us.navy.mil.



DEPARTMENT OF THE NAVY
COMMANDER
NAVAL EDUCATION AND TRAINING COMMAND
250 DALLAS STREET
PENSACOLA, FLORIDA 32508-5220

NETCNOTE 5000
28 Nov 2022

OCCUPATIONAL SAFETY AND HEALTH POLICY STATEMENT

Our vital mission enables the delivery of capable Sailors who provide an immediate positive impact on fleet readiness. I expect our collective efforts to demonstrate commitment and engagement in pursuit of initiatives that provide Sailors with the requisite tools, opportunities, and motivation to learn, grow, and excel. Our Sailors must understand that their safety and that of their shipmates is an essential part of readiness. We must send them to the fleet imprinted with a philosophy that embraces safe practices and fosters risk management. To this end, I encourage each of you to:

- Incorporate emphasis on safety into all on-duty and off-duty activities, work processes, and system designs to enhance mission readiness, capability, and accomplishment.
- Advance a culture of deliberate risk management into the total force (military, civilian, and contractor), with accountability and involvement at all levels. This culture encourages adoption of best practices and appropriate safety management systems.
- Facilitate continuous improvement in safety performance by identifying and managing hazards, mitigating risk, and implementing actions to reduce mishaps.
- Maintain effective safety monitoring and performance measurement systems that support senior leadership and unit-specific metrics, data analysis, and development of mitigation strategies.
- Aggressively and transparently communicate safety successes, share hazard awareness, and near-miss lessons learned.
- Embrace new technology and the latest management tools to facilitate a workforce of talented and skilled professionals.

Enclosure (1)

NETCNOTE 5000

28 Nov 2022

The future success of our combat forces is, in no small part, dependent upon our efforts to build a team that can operate safely and manage risk in an often hazardous environment. Our success is directly tied to how effectively we embrace our challenges, evaluate our efforts, and collectively pursue our goals. Underpinning this is a culture of excellence enabled by solid safety practices and habits.



P. A. GARVIN

Rear Admiral, U.S. Navy



DEPARTMENT OF THE NAVY
COMMANDER
NAVAL EDUCATION AND TRAINING COMMAND
250 DALLAS STREET
PENSACOLA, FLORIDA 32508-5220

NETCNOTE 5000
28 Nov 2022

COMMUNITY SERVICE AND OUTREACH POLICY STATEMENT

As Commander, Naval Education and Training Command (NETC), I am strongly committed to the Navy's Community Service Program. The mission of this program is to reinforce Navy Core Values through the advancement of five Chief of Naval Operations sponsored Community Service Flagships. Within the NETC domain, we recognize and support these important Flagships: Personal Excellence Partnership; Health, Safety, and Fitness; Environmental Stewardship; Campaign Drug Free; and Project Good Neighbor. These Flagships allow our NETC team to provide services to the communities in which we live. I consider community service an integral part of the NETC mission.

I highly encourage all commanders, commanding officers, officers in charge, and their staffs to support, promote, and participate in community service activities. The participation of our personnel will enhance the Navy's public image and keep us connected to the citizens we serve. There is no better group of professionals to impact the lives of America's youth than our Sailors, Marines, and Navy Department civilians.

By volunteering, we do make a difference in the lives of many, both inside and outside the gates of our installations across the country. The Navy's Community Service Program is an important part of our commitment to serve, and your participation is key to our success. Your Community Service Coordinator serves as the primary point of contact regarding local community service opportunities.

A handwritten signature in blue ink, appearing to read "P. A. Garvin", is positioned above the printed name.

P. A. GARVIN

Rear Admiral, U.S. Navy

Enclosure (2)



DEPARTMENT OF THE NAVY
COMMANDER
NAVAL EDUCATION AND TRAINING COMMAND
250 DALLAS STREET
PENSACOLA, FLORIDA 32508-5220

NETCNOTE 5000
28 Nov 2022

**STATEMENT OF SUPPORT FOR THE DEPARTMENT OF DEFENSE
PROGRAM FOR STABILITY OF CIVILIAN EMPLOYMENT**

The Department of Defense (DoD) Program for Stability of Civilian Employment, commonly referred to as the Priority Placement Program, has provided effective outplacement assistance for DoD civilian employees affected by Reduction-In-Force, base closure, consolidations, position classification decisions, rotation from overseas, and transfers of function. This program is a strong, unified, Defense-wide effort that impacts recruitment and placement by matching vacancies against the registration of surplus employees.

I endorse the utilization of and participation in the DoD Program for Stability of Civilian Employment. The management and staff of our Office of Civilian Human Resources Center-Stennis will administer the execution of these policies and procedures of this program and ensure that managers, supervisors, staff officials, and employees of our serviced activities are provided with the necessary professional advice and guidance for positive compliance with all provisions of this program.

A handwritten signature in blue ink, appearing to read "P. A. Garvin", is located below the text of the endorsement.

P. A. GARVIN
Rear Admiral, U.S. Navy

Enclosure (3)



DEPARTMENT OF THE NAVY
COMMANDER
NAVAL EDUCATION AND TRAINING COMMAND
250 DALLAS STREET
PENSACOLA, FLORIDA 32508-5220

NETCNOTE 5000
28 Nov 2022

**EQUAL EMPLOYMENT OPPORTUNITY AND MILITARY EQUAL
OPPORTUNITY POLICY STATEMENT**

Naval Education and Training Command (NETC) is committed to a workplace free of discrimination and harassment. I reaffirm the Department of Defense (DoD) and Department of the Navy (DON) Equal Employment Opportunity (EEO), Military Equal Opportunity (MEO), and Alternative Dispute Resolution (ADR) policies. These policies ensure every employee and member is treated with dignity and respect and afforded equal opportunities in all aspects of employment. This policy covers applicants, employees, former employees, and military members, and it must be actively supported by all to ensure effectiveness.

EEO AND MEO

The principles of EEO and MEO are fundamental to the success of the organization, each individual, and our ability to accomplish the Force Development mission. Ensuring equality of opportunity and a fair and equitable work environment for all requires that we embrace the principles of EEO and MEO as we recruit, develop, and retain a high-performing workforce that contributes to the success of our mission and reflects the face of the Nation. To achieve mission readiness, we must maintain a workplace free of all forms of prohibited discrimination and create a culture of mutual respect for all. Across the enterprise, every commanding officer, all supervisors and managers of civilian employees, military personnel, and civilian employees are responsible for promoting an environment that is free of discrimination and harassment.

This policy affirms the commitment to the laws and protections in place to shield civilian employees, applicants, and military members against all forms of discrimination. We cannot and will not tolerate discrimination based on race, color, religion, sex (to include pregnancy, sexual orientation, and gender identity), national origin, age (40 years or more), disability (physical or mental), genetic information (including family medical history) or reprisal (engagement in protected activity). Employees or members who bring forward allegations of discrimination or harassment shall do so without fear of reprisal or retaliation for having participated in the EEO or MEO process. It is incumbent upon all of us to maintain a

Enclosure (4)

culture that promotes equality of opportunity; one that reflects the DON's Core Values: Honor, Courage, and Commitment. We can do this through our individual commitments to support the realization of EEO and MEO throughout the command.

Demonstrated commitment by all in a leadership role is critical to the overall success of EEO and MEO programs. The personnel policies of the DON are based on non-preferential treatment. Employment decisions, selection of staff members for enlistment, appointment, promotion, training, assignment to duty, or any other personnel action will be based on merit, fitness, and ability; and not on race, color, religion, sex (to include pregnancy, sexual orientation, and gender identity), national origin, age, disability, genetic information, or reprisal.

I expect and encourage all managers and supervisors to support affirmative employment requirements to identify and eliminate potential barriers that may tend to impede equitable opportunities for open competition in the workplace. A Model EEO Program is compliant with EEO laws and regulations, allows all employees to have the freedom to compete on a fair and level playing field, and actively seeks to create opportunities for low participating groups, specifically individuals with targeted disabilities. Our goal is to achieve and sustain an effective and Model EEO Program that provides equality of opportunity in terms, conditions, and privileges of employment for all.

ADR PROGRAM

Workplace conflict may often be the result of misunderstanding or miscommunication. To maintain a respectful, productive, and effective work environment, it is NETC's policy to address and resolve workplace disputes, grievances, and EEO complaints at the earliest possible stage. I encourage all managers, supervisors, and employees to utilize the ADR Program to the fullest extent possible to resolve conflict in the workplace. Using ADR as a vehicle to resolve conflict in the workplace provides a rapid forum for communication and quickly provides an environment to reach equitable solutions. ADR offers the potential for a prompt win-win resolution in most cases and can significantly reduce the number of complaints and workplace disputes. I am personally committed to the ADR program and encourage its usage whenever possible to resolve complaints and other workplace disputes.

For more information about the ADR program, contact the NETC ADR Program Manager at 850-452-3766 or DSN 459-3766.

PROCEDURES

I encourage all employees to report any form of discrimination through the proper reporting channels. An individual who believes they have been discriminated against, or who witnesses an act believed to be discriminatory, should clearly explain to the perceived offender that the behavior is objectionable and request that it cease. This approach should be taken at the time the objectionable behavior occurs. If the individual is not able or does not feel safe confronting the perceived offender, or the behavior does not stop, they should immediately contact their supervisor or other appropriate officials. Civilian personnel may contact the Director EEO or the NETC Human Resources Office and EEO Program Officials. Military personnel may contact the local Command Managed Equal Opportunity (CMEO) Program Manager or Command Climate Specialist (CCS). Once the matter has been reported, it will be handled in a discreet manner, and promptly and thoroughly investigated through the proper channels. Appropriate corrective and disciplinary action will be taken on any substantiated case.

CONCLUSION

Join me in creating and celebrating a diverse culture of inclusion, constructively resolving conflict to sustain the high performing workforce required to meet the challenges of this time, a command climate of dignity and respect for all, and one that is free of all forms of discrimination. Our employees deserve it and our continued mission success depends on it. Any person who believes they have experienced any form of discrimination may seek redress by following the EEO discrimination complaint procedures or other redress options posted on official EEO bulletin boards, by contacting the NETC EEO Director at 850-452-5443, DSN 459-5443, or call the NETC EEO Intake Line at 850-452-4180 for assistance. Military members may contact the NETC CCS or the CMEO Program Manager at 850-452-4646 or DSN 459-4646.

NETCNOTE 5000
28 Nov 2022

I am counting on each of you to join me in supporting the principles of this policy.



P. A. GARVIN
Rear Admiral, U.S. Navy



DEPARTMENT OF THE NAVY
COMMANDER
NAVAL EDUCATION AND TRAINING COMMAND
250 DALLAS STREET
PENSACOLA, FLORIDA 32508-5220

NETCNOTE 5000
28 Nov 2022

ANTI-HARASSMENT POLICY STATEMENT

I am personally committed to providing a workplace free from all forms of discriminatory harassment (both sexual and non-sexual). Commander, Naval Education and Training Command (NETC) will provide equality of opportunity to all employees and applicants and take proactive steps to prevent any form of harassment in the workplace. Harassment based directly or indirectly on race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, age, physical or mental disability, genetic information, or reprisal (for protected activity) will not be tolerated.

Workplace harassment includes, but is not limited to, unwelcomed verbal or physical conduct that has the effect of interfering with a person's work performance or creates an intimidating, hostile, or offensive working environment. Harassing conduct may include, but is not limited to, offensive slurs; jokes; epithets; name-calling; obscene gestures or sounds; obscene, vulgar, or abusive language; threatening, intimidating, or hostile acts; physical assault; and written or graphic material, printed or electronic, that is circulated in the workplace.

Sexual harassment is any unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's job, pay, or career.
- Submission to or rejection of such conduct is used as a basis for employment decisions.
- The conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

No person in NETC shall commit sexual or non-sexual harassment, or take reprisal actions against an individual for reporting harassment. Those who do will be held strictly accountable for such behavior. Employees who may witness offensive behavior are encouraged to intervene if possible or

Enclosure (5)

report the behavior to the appropriate point of contact for Equal Employment Opportunity (EEO) and Military Equal Opportunity (MEO). Managers (civilian and military) are charged with maintaining a workplace free from discrimination and harassment and will be held accountable for both their actions and that of their employees. Every employee plays a critical role in maintaining a professional, respectful, and inclusive work environment.

PROCEDURES

I encourage all employees to report any form of harassment through the proper reporting channels. Any individual who believes they have been harassed, or who observes another person being harassed, should clearly explain to the perceived offender that the behavior is objectionable and request that it cease. If the individual is not able to or does not feel safe confronting the perceived offender or the behavior does not stop, they should immediately notify their supervisor. Civilian employees may also contact the NETC EEO Director at (850) 452-5443, DSN 459-5443, or call the NETC EEO Intake Line at (850) 452-4180 for assistance. Military members may contact the Command Climate Specialist or Command Managed Equal Opportunity (CMEO) Program Manager at 850-452-4646 or DSN 459-4646.

All reported claims of harassment will be promptly investigated, and appropriate corrective action will be taken where allegations are substantiated.

Every employee has the right to use the civilian EEO or MEO complaint process without fear of reprisal. Anyone who submits a report or witnesses harassing behaviors and provides information will be protected from reprisal. All information provided by an employee will be maintained in a confidential manner to the greatest extent practical and consistent with a thorough and impartial investigation.

Our mission is critical; unlawful harassment in the workplace impedes our ability to meet mission readiness. Each of us has a role to play in fostering a workplace with dignity and respect.

NETCNOTE 5000

28 Nov 2022

I ask each of you to join me in creating a positive,
productive, and rewarding work environment.

A handwritten signature in blue ink, appearing to read 'P. A. Garvin', with a horizontal line extending to the right.

P. A. GARVIN

Rear Admiral, U.S. Navy



DEPARTMENT OF THE NAVY
COMMANDER
NAVAL EDUCATION AND TRAINING COMMAND
250 DALLAS STREET
PENSACOLA, FLORIDA 32508-5220

NETCNOTE 5000
28 Nov 2022

CIVILIAN EMPLOYEE ASSISTANCE PROGRAM POLICY STATEMENT

I am fully committed to the Department of the Navy policy to offer help to those employees with personal problems that have or will have an adverse impact on job performance or conduct or both. Personal problems may be related to family matters, health or medical issues, misuse of drugs or alcohol, surviving natural disasters, etc.

The Civilian Employee Assistance Program (CEAP) offers professional help with assessing a problem, providing short-term counseling, and referring civilian employees to other specialized professionals. The confidential nature of counseling or medical records of individuals who participate in the CEAP program will be preserved.

Employees will be held to the same standards of professional conduct regardless of personal, family, or health problems. Employees will not be protected from adverse actions while participating in CEAP when they have been identified as using or possessing illegal drugs, except under safe harbor conditions.

Employees invoking safe harbor will: (a) voluntarily make drug use disclosure to a superior official prior to being identified through other means; (b) agree to and sign a Confidentiality Statement; (c) obtain counseling and successfully complete rehabilitation; and (d) refrain from illegal drug usage.

Supervisors will refer employees to CEAP in situations where they believe alcohol, drugs, or other personal problems are adversely impacting job performance or conduct or both. Also, they will provide referral to CEAP in writing for employees with reported positive drug tests.

The voluntary nature of the employee referral is an important aspect of CEAP.

Employees who may have alcohol, drug, or other personal problems are encouraged to voluntarily seek counseling and information from designated CEAP counselors before these problems adversely impact job performance or conduct; however, it is the

Enclosure (6)

NETCNOTE 5000

28 Nov 2022

responsibility of both managers and supervisors to fully support and cooperate in helping affected employees obtain rehabilitative treatment and counseling.



P. A. GARVIN

Rear Admiral, U.S. Navy



DEPARTMENT OF THE NAVY
COMMANDER
NAVAL EDUCATION AND TRAINING COMMAND
250 DALLAS STREET
PENSACOLA, FLORIDA 32508-5220

NETCNOTE 5000
28 Nov 2022

SEXUAL ASSAULT POLICY STATEMENT

Sexual assault is a criminal act and is incompatible with Department of Navy Core Values and high standards of professionalism. It will not be tolerated. All allegations of sexual assault and retaliation against those who reported a sexual assault will be thoroughly investigated. Per guiding laws and regulations, appropriate action will be taken in cases involving substantiated allegations, including holding individuals accountable for their actions through disciplinary or administrative action or both as applicable.

Help is available, and victims of sexual assault should never be afraid to report due to minor collateral misconduct or fear of retaliation. Any person who believes they have experienced any form of sexual assault should immediately reach out to a Sexual Assault Response Coordinator (SARC), Sexual Assault Prevention and Response Victim Advocate (SAPR VA), Health Care provider, chaplain, Victim's Legal Counsel (VLC), or Department of Defense Safe Helpline (www.SafeHelpline.org) to discuss their options. The chain of command, legal, or other officials can also offer support but are subject to mandatory reporting requirements.

Join me in creating and celebrating a command climate of dignity and respect for all by keeping our work environment free from sexual assault. Anyone who witnesses an act of sexual assault, or an instance of retaliation against someone who reported an act of sexual assault, should take appropriate steps to stop and report the offense as appropriate. The command SAPR Program and Victim Witness Assistance Program Coordinator are also available to assist victims and witnesses of sexual assaults after initial reporting.

A handwritten signature in blue ink, appearing to read "P. A. Garvin".

P. A. GARVIN
Rear Admiral, U.S. Navy

Enclosure (7)



DEPARTMENT OF THE NAVY
COMMANDER
NAVAL EDUCATION AND TRAINING COMMAND
250 DALLAS STREET
PENSACOLA, FLORIDA 32508-5220

NETCNOTE 5000
28 Nov 2022

DRUG AND ALCOHOL POLICY STATEMENT

I expect each member of Naval Education and Training Command to fully embrace the Navy Alcohol and Drug Abuse Prevention Program as specified in the Office of the Chief of Naval Operations Instruction (OPNAVINST) 5350.4D and cultivate a work environment free of drug and alcohol abuse. It is our collective and individual responsibility to promote a climate intolerant of alcohol and drug abuse. To this end, all members who choose to consume alcoholic beverages must do so lawfully and responsibly. The Navy's policy on Drug Abuse remains "Zero Tolerance."

Alcohol abuse by Navy members can seriously damage their physical and mental health, jeopardize their safety, the safety of others, and can lead to criminal prosecution and separation from Naval service. Alcohol abuse is detrimental to operational readiness and is inconsistent with Navy Core Values.

Drug abuse by Navy members is strictly prohibited in accordance with the "Zero Tolerance" policy. Navy members determined to be using, possessing, promoting, manufacturing, or distributing drugs or drug abuse paraphernalia shall be disciplined as appropriate and processed for Administrative Separation as required. Personnel selected for random testing will report to the location specified and within the timeframe specified in the notification. Personnel who do not show up within the specified timeframe will be considered unauthorized absence and face disciplinary action unless they were at a pre-approved Appointed Place of Duty before notification, e.g., on leave, special liberty, sick in quarters, on temporary additional duty (out of the area), or otherwise excused.

All hands, especially leaders, managers, and supervisors within NETC shall enforce this policy through committed leadership and shall not condone or ignore the abuse of alcohol or drugs of which they have knowledge. Reported incidents of such abuse will be thoroughly investigated and dealt with promptly, fairly, and effectively. Individuals responding to alleged incidents will uphold confidentiality to the greatest extent possible.

Enclosure (8)

NETCNOTE 5000

28 Nov 2022

I am counting on each of you to join me to support the principles of this policy.



P. A. GARVIN

Rear Admiral, U.S. Navy



DEPARTMENT OF THE NAVY
COMMANDER
NAVAL EDUCATION AND TRAINING COMMAND
250 DALLAS STREET
PENSACOLA, FLORIDA 32508-5220

NETCNOTE 5000
28 Nov 2022

CULTURE OF EXCELLENCE AND DIGNITY AND RESPECT POLICY STATEMENT

As our Navy team continues to forge ahead fully implementing our Culture of Excellence efforts, it is of paramount importance that we maintain the words dignity and respect at the forefront of all that we do. Our Culture of Excellence takes aim squarely at achieving a goal of "developing an environment in which all personnel are trained and motivated to navigate life events effectively." To effectively do this, our workforce must know they are valued.

Every member of The Force Development (FD) Domain Team - Sailor, Marine, Soldier, Airman, Coast Guardsman, International Military Personnel, Civilian Employee, and Contractor Personnel - is entitled to be treated with absolute and total dignity and respect and to work in an environment free of harassment and unlawful discrimination. We should conduct ourselves professionally and address one another as such, while also maintaining a healthy and necessary level of esprit de corps. Addressing anyone on our team, be it a student or staff, by a demeaning, insulting, crude, obscene or unwanted nickname or "call sign" is strictly prohibited and will not be tolerated in the FD Domain. We owe it to ourselves and our teammates to ensure and maintain a level of professionalism that is in full alignment with our Core Values and organizational standards.

The future success of our combat forces is, in no small part, dependent upon our efforts to build a team that demonstrates mutual respect on and off duty. Our success is directly tied to how effectively we embrace our challenges, evaluate our efforts, and collectively pursue our goals. Underpinning this is a culture of excellence enabled by a solid foundation built on dignity and respect.

A handwritten signature in blue ink, appearing to read "P. A. Garvin", is positioned above the typed name.

P. A. GARVIN
Rear Admiral, U.S. Navy



DEPARTMENT OF THE NAVY
COMMANDER
NAVAL EDUCATION AND TRAINING COMMAND
250 DALLAS STREET
PENSACOLA, FLORIDA 32508-5220

NETCNOTE 5000
28 Nov 2022

DIVERSITY, EQUITY, AND INCLUSION POLICY STATEMENT

The Naval Education and Training Command (NETC) mission is to consistently produce warfighters that possess relevant skills that enable them to succeed in all assigned missions. To accomplish this mission, we must acquire, promote, and sustain a dedicated and innovative workforce where the warfighters, their families, and the civilians who support them are as diverse as the Nation we serve. I am fully committed to the Department of the Navy's goals and objectives to build a diverse and inclusive workforce.

Diversity in the workforce goes beyond demographic composition. It includes our strengths, experiences, perspectives, and a myriad of traits and characteristics. Leveraging our diversity is imperative, and it is realized when we all feel included and empowered in the workplace. A culture infused with Diversity, Equity, and Inclusion (DE&I) gives the enterprise the power to:

- Attract, retain and motivate employees from the broadest possible pool of talent.
- Foster a culture of inclusiveness.
- Improve innovation, creativity, and inspire critical thinking.
- Create an environment of higher engagement, performance, and mission achievement.
- Strengthen relationships between our organization and the diverse communities we serve.

As Commander, I believe that building a workforce culture infused with DE&I is not just an option to consider, but also a vital element to the success of our mission. DE&I can only be successful when we hold every member of the enterprise responsible and accountable in its practice. Therefore, I expect every member of the Force Development team to be active DE&I Practitioners, regardless of job title or function. We must work together to eliminate biases, promote merit-based achievements, and create and sustain a climate where all employees are valued, respected, and included.

Enclosure (10)

28 Nov 2022

We want NETC to be a place where employees from all walks of life and all segments of society come to do their best work, and are inspired to achieve their full potential while maximizing their contributions to the mission.

At the individual level, listening with empathic ears and treating everyone with the utmost level of dignity and respect possible are the foundational truths of high performing organizations. At the leadership level, leaders must leverage our multi-talented, resilient force for maximum effectiveness and organizational success.

At NETC, we will continue to champion the concepts of DE&I, as they are a fundamental part of our fabric. By reflecting the rich diversity of our Nation, NETC is a stronger and more effective organization providing a wide range of training that stimulates personal and professional development, making the best use of all available resources.



P. A. GARVIN
Rear Admiral, U.S. Navy