

**NAVAL SUPPLY SYSTEMS COMMAND
NON-RETALIATION POLICY STATEMENT**

Naval Supply Systems Command (NAVSUP) is firmly committed to operating with a corporate spirit of trust and integrity in all our conduct. Our mission, vision, and strategic plans define goals to be achieved without resorting to moral compromise. NAVSUP internal controls and operating procedures are intended to detect and prevent or deter improper activities; however, even the best systems of control cannot provide absolute safeguards. In such instances, individual employees may be compelled to report irregularities.



Retaliation against individuals for opposing unlawful discrimination, for participating in the discrimination complaint process, or for requesting a reasonable accommodation is unlawful and will not be tolerated; these actions are considered protected activities. Other protected activities include reporting fraud, waste, and abuse in government practices. I fully support the rights of all employees to engage in protected activity under civil rights statutes, Executive Orders and whistleblower protection laws. I will work aggressively to protect employees from reprisal for participation in such protected activities and I expect all managers to do the same. I am also hereby notifying all employees of their rights to these fundamental protections pursuant to Federal Equal Employment Opportunity laws and the Notification and Federal Employee Anti-Discrimination and Retaliation (NO FEAR) Act of 2002.

I will hold all managers -- military and civilian -- accountable for maintaining a workplace that is free from retaliation. I encourage and expect all employees to report instances of perceived retaliation to your immediate supervisor. If you are not comfortable raising those issues via your chain of command, you should contact the NAVSUP Inspector General (IG) hotline at (717) 605-5616 (DSN) 430-5616, 1-800-944-8630, by email: navsupqh hotline@navy.mil, or contact your servicing Equal Employment Opportunity (EEO) Office for advice and assistance at navsup_hq_eeo@navy.mil. If applicable, you may contact your local Ombudsman for advice and assistance. The EEO Office, IG, and Ombudsman have been tasked with monitoring these communications and retaliation issues and with providing me recommendations for corrective action.

With our mission of service, we hold a unique position of public trust and are committed to complying with all laws relating to our business.

K. W. EPPS
RDML, SC, USN