



DEPARTMENT OF THE NAVY
NAVAL SUPPLY SYSTEMS COMMAND
WASHINGTON, D.C. 20376-5000

NAVSUPINST 12720.4
SUP 03H121
20 May 92

NAVSUP INSTRUCTION 12720.4

Subj: EQUAL EMPLOYMENT OPPORTUNITY PROGRAM MANAGEMENT

Ref: (a) OCPMINST 12720.1 of 25 Feb 91
(b) OCPMINST 12713.1 of 8 Nov 89
(c) NAVSUPINST 12713.9 of 30 Jul 91

1. Purpose. To reaffirm the commitment of the Commander, Naval Supply Systems Command (COMNAVSUP) to the principles of Equal Employment Opportunity (EEO) for civilian employees and to provide policy and guidance for the effective implementation of an overall EEO program.

2. Cancellation. NAVSUPINSTS 12713.2F, 12713.7A, 12720.1, and 12720.2 and NAVSUPINSTs Internal 12713.7A, 12713.8 and 12713.9.

3. Applicability. Requirements set forth in references (a) through (c) provide coverage for both appropriated and non-appropriated funded employees and are applicable to NAVSUP Headquarters and to all shore components under COMNAVSUP.

4. Policy. It is the policy of NAVSUP to ensure equality of opportunity and treatment of all personnel. The EEO program responsibilities are inherent in every echelon of the supervisory/managerial chain, both military and civilian. Every military and civilian manager and/or supervisor is a key player in an effective EEO program; therefore, they are expected to be aware of the real meaning of equal opportunity and to vigorously pursue our Affirmative Employment goals and objectives. Accountability is critical to the success of civilian EEO programs and as such shall be addressed under supervisory duties in position descriptions and in the various performance appraisal systems used to evaluate the performance of managers and supervisors (military and civilian) at all levels of the NAVSUP organization.

5. Responsibility. COMNAVSUP is responsible to ensure that NAVSUP activities are in compliance with EEO program responsibilities outlined in references (a) through (c).

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6. Action. Addressees shall implement the provisions of references (a) through (c).



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Commander, Naval Supply Systems Command)

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