DEPARTMENT OF THE NAVY
COMMANDER
NAVY REGION HAWAII
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18 Nov 11

EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY STATEMENT

As Commander, I am personally committed to achieving a work environment free from unlawful discrimination and any form of harassment. Fair treatment and equality of opportunity will be extended to all Navy Region Hawaii employees and applicants for employment – regardless of race, color, national origin, sex, religion, age, physical or mental disability or sexual orientation. Our mission requires mutual trust that can only exist in an environment where every individual is treated with infinite dignity and respect.

All employees are encouraged to develop to their highest potential and to compete for employment, advancement, and training opportunities. Leadership must uphold their responsibility to ensure that personnel actions are based on individual merit, fitness, capability, performance, and potential. Practices to achieve equal employment opportunities include an annual self-assessment to eliminate barriers that impede the participation of women, individuals with disabilities, or any other underrepresented protected group in the work force.

Individuals who believe they have been unlawfully discriminated against, to include reprisal for engaging in EEO complaint activity, have a responsibility to inform the chain of command and/or use the EEO complaint process. Discrimination complaints will be processed expeditiously and without fear of reprisal. Alternative Dispute Resolution (ADR) is available and can effectively reduce and resolve disputes at the lowest level possible. The Department of the Navy's preferred ADR method is mediation, which provides the parties flexibility to develop creative solutions and can potentially improve the relationship between the parties. Contact the EEO Office at 471-0283 for more information.

Every manager and supervisor, military and civilian, is responsible for maintaining a workplace environment free from unlawful discrimination of any type. Our mission requires mutual trust that can only exist in an environment where every individual is treated with infinite dignity and respect. I expect every employee to fully support the Command's EEO policy and to continuously ensure that every employee in your workplace demonstrates professional, harmonious, and productive working relationships.

F. L. PONDS