DEPARTMENT OF THE NAVY
COMMANDER
NAVY REGION HAWAII
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18 Nov 11

EQUAL OPPORTUNITY (EO) POLICY STATEMENT

As Commander, I am fully committed to ensuring an environment exists in which all personnel can perform to their maximum ability, unimpeded by institutional or individual biases based on race, color, ethnicity, national origin, sex or religious stereotypes. This includes the prevention of sexual harassment which is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. I expect all Navy personnel to create, shape and maintain a positive equal opportunity environment through policy, communication, training, education, enforcement and assessment. Without following these requirements at all levels of command, our mission capability is adversely affected. In today's Navy, with reduced human capital, it is imperative that each member works in an environment that is free from these types of barriers so they may fully focus on the arduous task assigned to defend this nation.

I am equally committed to Navy policy prohibiting members from participating in organizations that support supremacist causes. Participation in such public demonstrations or rallies, as well as fundraising, recruiting, training, organizing, or leading these types of organizations will not be tolerated. Unlawful discrimination, encouraging the use of force or violence, or otherwise depriving others of their civil rights is equally prohibited. The conduct described in this paragraph may result in administrative action under military or civilian systems including punishment under the Uniform Code of Military Justice. Make no mistake about my steadfast commitment to this policy.

Reprisals for providing information on any incident of unlawful discrimination or sexual harassment are prohibited regardless of who originates the reprisal action and will not be tolerated.

The people of the United States Navy are its greatest and most valuable asset. Our ability to interact respectfully and effectively with individuals and groups and acknowledging the common and different elements of our cultural identities is paramount to our success. By managing inclusion and effectively mentoring our personnel, we promote the development of skills, beliefs, attitudes, habits, behaviors, and policies that enable us to attract and maintain the brightest talent out nation has to offer.

I encourage all personnel to contact the Command Managed Equal Opportunity (CMEO) Manager for any assistance or guidance related to Military Equal Opportunity at 473-1735.

F. L. PONDS