



**Commanding Officer
Naval Base Ventura County**



**EQUAL EMPLOYMENT
OPPORTUNITY
POLICY STATEMENT**

As your Commanding Officer, I hold a strong commitment to the principles of Equal Employment Opportunity and the Navy's Core Values of HONOR, COURAGE, and COMMITMENT. My goal is to provide each of you the opportunity to maximize your performance, to be judged on your individual merit, and to be treated with respect and dignity. Race, color, religion, gender, national origin, age, physical or mental disability, or sexual orientation will not be used to deny anyone that opportunity. I will not tolerate discriminatory nor retaliatory behavior against any employee. Such behavior has no place in this Command or in our Navy.

Naval Base Ventura County has worked hard to attain a workforce which greatly reflects the cultural and ethnic diversity of our surrounding communities. Today, our challenge is even greater! We continue to experience selective reductions and organizational realignments in our workforce. We continue to seek to improve the way we do business, while we strive to retain the richness of our diversity. As we become innovative in managing reduced resources, we seek innovation in our approach to managing diversity. To accomplish this, it is imperative that we look within. We must continue to provide opportunity for individual growth for our own employees if we are to continue to succeed in the future as an organization. We will continue to utilize the standards of the U.S. Equal Employment Opportunity Commission's Model Equal Employment Opportunity (EEO) Program, as delineated in its Management Directive 715, to evaluate our progress.

Our EEO Office maintains primary responsibility and accessibility to those employees who perceive that they may be experiencing discrimination. Each complaint will be promptly reviewed and investigated. It falls to our managers and supervisors; however, to serve as the front line to our employees, to ensure that such perceptions are addressed directly, promptly, and forthrightly. The Command's Alternative Dispute Resolution (ADR) Program provides us with the forum to resolve these workplace disputes in a creative, effective, and efficient manner. I strongly encourage each of you to proactively support this program by identifying situations appropriate for ADR and actively participate in its use, when appropriate.

We strive to provide a workplace free of discrimination; one that celebrates the strength of our diversity. Those of us in positions of leadership are expected to be fair and equitable in our decision-making. By adopting basic EEO principles as part of our daily routine, we demonstrate that responsibility. Fairness and respect for the individual creates cohesiveness as a team; and that facilitates the organizational success in accomplishing our mission. As your Commanding Officer, I will energetically promote these principles and objectives. I expect you to do the same.

C. D. JANKE
Captain, U.S. Navy
Commanding Officer
Naval Base Ventura County
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