



**Commanding Officer
Naval Base Ventura County**




**MILITARY EQUAL
OPPORTUNITY
POLICY STATEMENT**

As your Commanding Officer, I am personally committed to the principles of Equal Opportunity and the Navy's Core Values of HONOR, COURAGE, and COMMITMENT. My goal is to provide each of you the opportunity to perform to your full potential, to be judged on your individual merit, and to be treated with respect and dignity. You have the right to participate in, and benefit from, programs and activities for which you are qualified, free from social, personal, or institutional barriers that prevent you from rising to the highest level of responsibility possible. I will not tolerate discriminatory behavior based on race, religion, sex, color, or national origin. Nor will I tolerate retaliatory behavior against any service member. Such behavior has no place in this Command or our Navy.

Our Navy has worked hard to attain a workforce which greatly reflects the cultural and ethnic diversity of the world around us. Today, our challenge is even greater! We continue to experience selective reductions and organizational realignments. We continue to seek to improve the way we do business, while we strive to retain the richness of our diversity. Naval Base Ventura County personnel must not actively advocate supremacist doctrine, ideology or causes including those that advance, encourage, or advocate illegal discrimination or advocate the use of force, violence, or criminal activity, or otherwise advance efforts to deprive individuals of their civil rights. Naval Base Ventura County personnel must reject active participation in criminal gangs. Jokes and slurs in violation of this policy will not be tolerated.

Our Command Managed Equal Opportunity Program Manager and Equal Opportunity Advisor maintain primary responsibility and accessibility to those Service members who perceive that they may be experiencing discrimination. Each complaint will be promptly counseled and investigated. It falls to our deckplate leaders to serve as the front line to our Sailors and to ensure that such perceptions are addressed directly, promptly, and forthrightly. Whenever possible it is recommended to resolve the complaint with the person(s) involved. The Informal Resolution System enables you to resolve conflicts at the lowest appropriate level possible. I strongly encourage each of you to attempt to resolve initial problems by using the Informal Resolution System and your Chain of Command.

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 Equal Opportunity 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 the same from you.



J. E. CHISM
Captain, U.S. Navy
Commanding Officer
Naval Base Ventura County
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