EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

The Equal Employment Opportunity (EEO) laws and regulations of today are based on principles set forth in the Constitution and the Bill of Rights. Individuals are entitled to an equal chance to enjoy benefits of democracy and the protection of its laws. It is incumbent upon all personnel to support the EEO Program and to strive to eliminate any discriminatory policies and practices. Everyone has the inherent right to fair treatment, equal employment opportunities and a workplace free of harassment (sexual and non-sexual) and discrimination.

WHO MAY FILE A COMPLAINT: Any employee, former employee or applicant for employment who feels he/she has been discriminated against because of race, color, religion, sex, national origin, age (40 years and over), physical or mental handicap, sexual orientation or reprisal for prior EEO involvement or because of any opposition to an unlawful employment practice under 29 CFR 1614, including Equal Pay Act complaints, may file a discrimination complaint. Discrimination complaints based on age will be processed if complainants are at least 40 years of age or older at the time the discriminatory act was alleged to have occurred. In lieu of the above method of complaints processing for age complaints, the complainant may serve the EEOC with notice of intent to file a civil action and after 30 days proceed directly into Federal Court. Sexual harassment complaints against an uniformed service member can also be addressed under the Section 1561, of Title 10, U.S. Code. Employees claiming discrimination based on sexual orientation may seek redress from the Merit Systems Protection Board; the Office of Special Counsel; the Negotiated Grievance Procedure, if applicable; or the Administrative Grievance Procedure. Additional information is available by calling the EEO Complaints Division at 473-8000, ext. 5726/5727.

WHERE TO FILE A COMPLAINT:

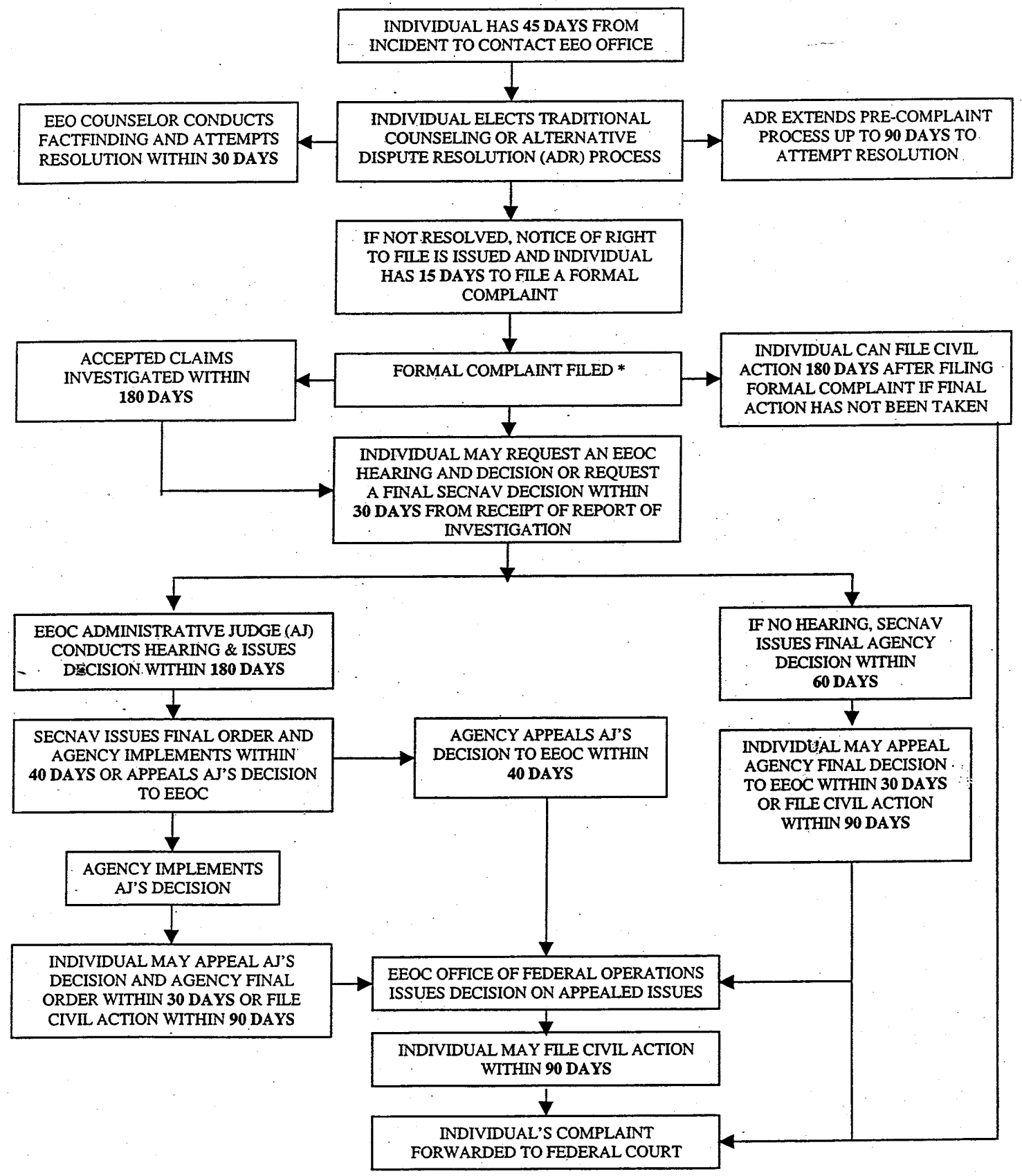
Mailing Address:
COMMANDER NAVY REGION HAWAII
HUMAN RESOURCES OFFICE (N01CP EEO)
850 TICONDEROGA STREET SUITE 110
PEARL HARBOR HI 96860-5101

Phone: 473-8000 ext 5726/5727
TDD: 474-2145
FAX: 471-0665

Physical Location:
Russell Avenue, Building 1, 2nd floor, Pearl Harbor HI

HOW TO FILE A COMPLAINT: Individual and Class Action complaints must first be presented to an EEO Counselor within 45 calendar days from the date of the matter alleged to be discriminatory, or in the case of a personnel action, within 45 calendar days of its effective date. Individuals may choose between participation in an alternative dispute resolution (ADR) process or traditional counseling. If both parties agree to ADR, arrangements will be made to mediate the dispute. If traditional counseling is elected, an EEO Counselor will be assigned and will attempt to resolve the complaint during the pre-complaint process.

INDIVIDUAL DISCRIMINATION COMPLAINT PROCESS



*Mediation may be used to reach resolution/settlement at any stage during the process. All days are calendar days.