



## DEPARTMENT OF THE NAVY

COMMANDER  
NAVY REGION HAWAII  
850 TICONDEROGA ST STE 110  
PEARL HARBOR HI 96860-5101

### EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

As Commander and Equal Employment Opportunity Officer, I am personally committed to the principle that all employment-related actions be conducted equitably. All civilian and military personnel and applicants for employment are to receive equal treatment and equal opportunity, regardless of race, color, religion, national origin, gender, age, or non-disqualifying handicap. Moreover, all personnel and applicants for employment shall not be subjected to reprisals due to prior Equal Employment Opportunity (EEO) involvement, or due to opposition to actions that would violate Title VII of the Civil Rights Act of 1964.

Personnel should reject participation in organizations that illegally discriminate based on race, creed, color, gender, religion, or national origin; advocate the use of force or violence; support supremacist causes; or otherwise engage in efforts to deprive individuals of their civil rights. Active participation in activities of such organizations is viewed as detrimental to the good order, discipline, unit cohesion, and mission accomplishment of the unit and is therefore, discouraged.

Diversity is a core value and an integral part of the employment policy of the United States. Affirmative employment actions will be implemented to eliminate discriminatory policies and practices, past and present. Practices to achieve equal employment opportunities, including overcoming any identified under-representation of women and minorities in the work force, will also be implemented. Special emphasis will be made to recruit, hire, and promote persons with disabilities and disabled veterans. Reasonable accommodations will be provided, when feasible, for persons with disabilities.

Alternative Dispute Resolutions (ADR) techniques will be used to effectively reduce and resolve disputes at the earliest instance and at the lowest level possible. Discrimination complaints will be processed expeditiously and every effort, including mediation, will be taken to resolve them at the earliest possible opportunity. The environment and quality of life in the work place must provide an atmosphere conducive to professional, harmonious, and productive working relationships.

Every manager and supervisor, military and civilian, is responsible for helping us achieve our EEO program goals. Their commitment to these principles and performance will be monitored and reflected in their annual performance ratings.

Because of the changing demographics of the civilian work force, and changes to make government work better and cost less, we must act now to build the capabilities of our existing work force by improving communications, developing additional formal and cross-training programs, and employment-related support systems. Application of sound EEO principles will be an essential element of our efforts. I am counting on all civilian personnel to safeguard our human resources by assuring that, without exception, EEO continues to be a top priority throughout the command. Concerns or questions regarding this policy may be addressed to any member of your chain of command, up through and including me. Other available points of contact include the Region Equal Opportunity Advisor, the Staff Judge Advocate, and the Human Resources Office.

*M. C. Vitale*  
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