



DEPARTMENT OF THE NAVY
COMMANDER
UNITED STATES PACIFIC FLEET
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31 Aug 23

**MILITARY EQUAL EMPLOYMENT AND CIVILIAN EQUAL EMPLOYMENT
OPPORTUNITY POLICY STATEMENT**

As Commander, U.S. Pacific Fleet (COMPACFLT), I am committed to maintaining a work environment free from unlawful and prohibited discrimination for all service members and civilian employees of the COMPACFLT workforce. I expect all leaders, military and civilian, to take an active role in fostering an environment where all personnel are treated with dignity and respect and encouraged to perform at their full potential.

Service members shall be afforded Military Equal Opportunity (MEO) without prohibited discrimination based on race, color, national origin, religion, sex (including pregnancy), gender identity, or sexual orientation.

Civilian employees shall be provided Equal Employment Opportunity (EEO) regardless of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability (mental and physical), protected EEO activity (participating in the EEO process or opposing discrimination), or genetic information (including genetic testing or family medical history).

MEO and EEO is the responsibility of all hands, both Service members and Civilian employees. I expect all of us to fully support the Department of Navy's military EO and civilian EEO policies and initiatives. The chain of command or supervisor is the preferred method to address MEO concerns. For further assistance or to file a complaint, service members may contact their Command Managed Equal Opportunity (CMEO) Program Manager. Civilian employees or applicants should immediately contact the servicing EEO Office, which can be found via this link: <https://www.cpf.navy.mil/About-Us/Organization/Total-Fleet-Force-Manpower-Personnel/Equal-Employment-Opportunity-Program/>. Civilian employees have 45 calendar days after the alleged action, or knowledge thereof, to initiate a timely discrimination complaint. Under no circumstance will retaliation or reprisal against an individual filing a complaint be condoned or tolerated.

We must foster a Culture of Excellence! Leaders shall proactively and regularly monitor the command climate to identify and eliminate barriers to equal opportunity. We must continuously assess ways to uphold COMPACFLT as the employer of choice and advance the Navy as the service of choice. Equality of opportunity is essential to attracting, developing and retaining the most qualified workforce and talent to support our current and future strategic missions and maintain maritime superiority through warfighting and warfighters.


S. J. PAPARO