



DEPARTMENT OF THE NAVY
COMMANDER
UNITED STATES PACIFIC FLEET
250 MAKALAPA DRIVE
PEARL HARBOR HI 96860-3131

IN REPLY REFER
November 1, 2019

Subj: EQUAL OPPORTUNITY AND EQUAL EMPLOYMENT OPPORTUNITY POLICY

I am committed to maintaining a work environment free from unlawful discrimination for the women and men of the United States Pacific Fleet, and those who support and serve with our military forces. I expect all leaders, uniformed and civilian, to take an active role in fostering an environment where personnel may perform to their highest ability.

Civilian members 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).

Uniformed members shall be afforded Equal Opportunity (EO) without discrimination based on race, religion, color, sex (including gender identity), national origin, or sexual orientation. I require all personnel at every level to take an active role in preventing discrimination and under no circumstances will reprisal against a member filing a complaint be tolerated.

Leadership shall proactively and regularly monitor the climate of our command, to identify and eliminate barriers to equal opportunity, and to assess ways to uphold the Pacific Fleet as the "employer of choice" and advance the Navy as the "service of choice." Sustaining the highest levels of operations, readiness, and maritime superiority rests in our ability to attract and retain the most qualified talent, at all levels.

EO and EEO is the responsibility of every manager, supervisor, uniformed member, and civilian member and I expect all of us to fully support the Department of Navy's EO and EEO policies and initiatives.


J. C. AQUILINO



DEPARTMENT OF THE NAVY
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PEARL HARBOR, HAWAII 96860-3131

IN REPLY REFER
May 17, 2018

Subj: ANTI-HARRASSMENT AND PREVENTION OF SEXUAL HARRASSMENT POLICY

I expect each member of the United States Pacific Fleet team to foster an environment that is free from harassment (sexual and non-sexual). As professionals representing our Nation and Navy, I expect all personnel to work together and always engage each other with mutual respect and treat all coworkers as family. Fairness, professionalism, courtesy and respect will dominate our workplace.

Everyone must be proactive in preventing and ultimately eliminating all forms of harassment. Incidents of harassment cover a wide range of behaviors, from verbal comments to physical acts, and can be subtle or overt. This behavior degrades our effectiveness as a war-fighting organization. Professionalism starts with treating people with dignity and respect. It is everyone's responsibility to prevent harassment by intervening to stop inappropriate behaviors both on and off duty.

Sexual harassment involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- (1) Submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of a person's job, pay, or career, or;
- (2) Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or;
- (3) Such conduct interferes with an individual's performance or creates an intimidating, hostile or offensive environment.

Harassment on any other protected basis is also strictly prohibited. Such harassment can be defined as conduct that shows hostility or aversion toward an individual because of his/her protected characteristic and that has the purpose or effect of unreasonably interfering with work performance or creating an intimidating, hostile or offensive work environment.

Responsibilities of all Sailors and Civilians. All hands shall enforce this policy and shall not condone or ignore harassment of which they have knowledge. Reported incidents of harassment will be thoroughly investigated and dealt with promptly, fairly, and effectively. Individuals responding to alleged incidents will uphold confidentiality to the greatest extent possible

Responsibilities of those who believe they have been harassed. Members who believe they are being harassed in any form are encouraged to confront the harasser, if comfortable, stating that such behavior is offensive and unwelcome. Individuals who are subject to or observe harassing behaviors could immediately report the incident(s) to the appropriate supervisory level without fear of retaliation or reprisal.

Avenues of redress. Sailors may: use the Informal Resolution System (IRS); request Captain's Mast; or file a formal complaint by contacting their respective Command Managed Equal Opportunity (CMEO) Program Manager or Command Climate Specialist (CCS). Civilian employees may: use the Navy's Alternative Dispute Resolution (ADR) process; utilize the negotiated grievance procedure, if applicable, or the administrative grievance procedure; or file a discrimination complaint pursuant to 29 CFR § 1614 or 10 USC Section 1561. The Navy's Equal Opportunity Advice Line is also available at 1-800-253-0931.

We are all charged with looking out for one another as a family. We must strive to address and eliminate all forms of harassment within the Command. Harassment of any kind will not be tolerated.


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Subj: DIVERSITY AND INCLUSION POLICY

I am committed to ensuring diversity and inclusion is a top priority of the United States Pacific Fleet. Diversity and inclusion of our military and civilian force is integral to overall readiness and mission accomplishment.

I fully support and expect all levels of Pacific Fleet leadership to embrace the goals and objectives of Navy's Diversity and Inclusion Strategic Plan, which is centered on leadership commitment, outreach, retention, culture and inclusion. Leaders must promote a common understanding of this policy internally through career development and retention initiatives as well as externally by building long-standing relationships with affinity and community groups through outreach.

Diversity encompasses more than race and gender. It accepts differences in thought, backgrounds, and experiences. It is not about removing barriers for some. It is about creating opportunity for all, where each individual's contribution is valued and respected. Inclusion is about valuing and integrating each individual's differences into the way our organizations function and make decisions. Our collective capability for inclusion is distinctly linked to sustaining a Pacific Fleet culture that embraces innovation, diversity, and inclusion.

In order to apply the CNO's Sailing Directions and tenets to consider warfighting first, operate forward, and be ready with an all-volunteer naval force, we must recruit, develop, and retain the best qualified and the brightest personnel. We must invest in the development of our people and ensure a strong culture through mentorship and sponsorship so that each individual is empowered to reach his or her full potential. Leadership must be aligned to follow through with action, allow an environment that encourages free-flow of ideas, promote trust in the organization, improve leadership cohesion, and advance organizational commitment. We must eliminate all behaviors that go against our core values of Honor, Courage, and Commitment.

Our commitment to Navy Core Values and full utilization of our diverse talents enables us to be inclusive and effectively achieve our mission. Together, we must continue leveraging differences in the workforce to achieve better results, thereby, ensuring the Pacific Fleet remains a top career choice for the citizens we protect and serve.


J. C. AQUILINO