DEPARTMENT OF THE NAVY
COMMANDING OFFICER
TRARON EIGHT SIX
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PENSACOLA FLORIDA 32508-5503

IN REPLY REFER TO

31 Mar 16

VT-86 COMMANDING OFFICER'S EQUAL OPPORTUNITY POLICY

Equal Opportunity is the right of all persons to participate in, and benefit from, programs and activities for which they are qualified. These programs and activities shall be free from social, personal, or institutional barriers that prevent people from rising to the highest level of responsibility possible. Persons shall be evaluated on individual merit, fitness, and capability; regardless of race, color, religion, sex or national origin.

Discrimination is denial of equal opportunity because of age, color, national origin, race, ethnic group, religion, or gender.

Sexual Harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career;
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance; or
- Such conduct creates an intimidating, hostile, or offensive working environment.

Equal opportunity without regard for race, color, national origin, gender, religion, age, or disability ***shall be protected and ensured*** in VT-86 at all times. Additionally, sexual harassment or any conduct that is discriminatory, violates a person's dignity, or is disrespectful in nature is prohibited and ***will not be tolerated***. Every member of the squadron, whether military or civilian, is responsible for complying with this policy. Any member of this command who practices or allows others to practice discriminatory or harassing activities will be subject to disciplinary action. Actions that violate this policy may be reported via the chain-of-command without any fear of reprisal and will be promptly addressed.

As your Commanding Officer, it is my responsibility to ensure that your ability to succeed and to accomplish your mission is not hindered in any way by the prejudice or bias of others. I take this responsibility seriously. I am committed to fostering an environment with fair, impartial, and unbiased treatment to all. I expect/demand this attitude throughout this command.

If you have an issue that you need to discuss, I am always available. Additionally, assistance is available through the VT-86 Command Managed Equal Opportunity Representatives.

J.R. LOSIEVSKY
Commanding