



Equal Opportunity

Mission

The Equal Opportunity program formulates, directs, and sustains a comprehensive effort to maximize human potential and to ensure fair treatment for military personnel, Family Members, and DON civilians without regard to race, color, gender, religion, or national origin, and provide an environment free of unlawful discrimination and offensive behavior.

The EO complaint processing system utilizes the informal resolution and formal resolution, this process addresses complaints that allege unlawful discrimination or unfair treatment on the basis of race, color, religion, sex (gender identity), national origin, and sexual orientation. Attempts should always be made to solve the problem at the lowest level possible in an organization.

Individual Rights

Sailors, Family members, and DON Civilians have the right to:

- (1) Present a complaint without fear of reprisal.
- (2) Communicate with the commander concerning their complaints.
- (3) Receive assistance when submitting a complaint.
- (4) Receive training on the Navy's EO complaint and appeals process.

Individual Responsibility

Individuals are responsible for:

- (1) Advising the command of the specifics of unlawful discrimination complaints and provide the command the opportunity to take appropriate action.
- (2) Submitting legitimate complaints and exercise caution against unfounded or reckless charges. While not required, it is recommended that the individual attempt to resolve a complaint by first informing the alleged offender that the behavior must stop.