EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

The Equal Employment Opportunity (EEO) laws and regulations are based on principles set forth in the Constitution and the Bill of Rights. These documents bestow the benefits of democracy and the protection of its laws equally upon all individuals. It is incumbent upon all personnel to support the EEO Program and to strive to eliminate any discriminatory policies and practices. Everyone has the inherent right to fair treatment, equal employment opportunities and a workplace free of harassment and discrimination.

WHO MAY FILE A COMPLAINT: Any employee, former employee or applicant for employment who feels s/he has been discriminated against because of race, color, religion, sex, national origin, age (40 years and over), physical or mental disability, or reprisal for prior EEO involvement or because of any opposition to an unlawful employment practice under 29 CFR 1614, including Equal Pay Act complaints. For age discrimination, aggrieved individuals may bypass the EEO complaints process by serving the EEO Commission with notice of intent to file a civil action, and after 30 days, proceed directly into Federal Court.

Sexual harassment complaints can also be addressed under Section 1561, of Title 10, U.S. Code. Employees claiming discrimination based on sexual orientation may seek redress from the Merit Systems Protection Board, the Office of Special Counsel, the Negotiated Grievance Procedure, if applicable, or the Department of the Navy's Administrative Grievance Procedure.

KEY CONTACTS AND NUMBERS:

Thomas LaBelle, Deputy EEO Officer, Thomas.labelle1@navy.mil, 471-0262
Thomas LaBelle, EEO Complaints Program Manager, Thomas.labelle1@navy.mil, 471-0262
Lacy Lynn, Special Emphasis Program, Lacy.Lynn@navy.mil, 471-0231
CNRH HRO EEO Office at 471-0283
DON Sexual Harassment Advice Line at 1-800-253-0931

WHERE TO FILE AN EEO COMPLAINT:

Mailing Address:
Commander Navy Region Hawaii
Human Resources Office (N13.4 EEO)
850 Ticonderoga Street, Suite 110
Pearl Harbor, HI 96860-5101
Phone: 471-0283
Fax: 471-0665

Physical Location:
Russell Avenue, Building 1, 2nd floor, Pearl Harbor HI

HOW TO FILE A COMPLAINT: Individual and Class Action complaints must first be presented to an EEO Counselor within 45 calendar days from the date of the matter alleged to be discriminatory, or in the case of a personnel action, within 45 calendar days of its effective date. Individuals may choose between participation in an alternative dispute resolution (ADR) process or traditional EEO counseling. If both parties agree to ADR, arrangements will be made to mediate the dispute. If traditional counseling is elected, an EEO Counselor will be assigned and will attempt to resolve the complaint during the pre-complaint process.

(CNRH EEO Rev. 10/2010)