COMMANDER, U.S. PACIFIC COMMAND
(USPACOM)
CAMP H.M. SMITH, HAWAII 96861-4028

EQUAL OPPORTUNITY (EO)/EQUAL EMPLOYMENT OPPORTUNITY (EEO)

POLICY STATEMENT
FOR
MILITARY AND CIVILIAN PERSONNEL

As the Commander, I am deeply committed to the principle of equal opportunity. The USPACOM Equal Opportunity (EO)/Equal Employment Opportunity (EEO) Program is an essential element of our mission. Our country's security and prosperity depend on our ability to develop and employ the talents of a diverse population. It is imperative that our military, civilians and contractors have every opportunity to perform to their maximum ability, unimpeded by institutional or individual biases based on race, national origin, color, sex, age, religion, or disability.

Military and civilian managers at every level must:

1. Show our employees that we care. Our attitudes towards and dealings with employees will be fair, objective and evenhanded. This enforces a positive work environment and earns the respect of all our employees.

2. Be accountable for developing and sustaining a sound equal opportunity climate. The chain of command will resolve complaints at the lowest level possible using governing directives and policies.

3. Continue to resolve problems, but more importantly, be proactive and prevent problems.

4. Habitually incorporate the principle of equal opportunity in the work environment and everyday life.

Individuals who believe they have been unlawfully discriminated against, to include reprisal for engaging in EO/EEO complaint activity, have a responsibility to inform their chain of command and/or use the EO/EEO complaint process.

Complaints will be processed expeditiously and without fear of reprisal.

I expect the full support of all military, civilians and contractors at every level to ensure equal and fair treatment of all.

S. J. LOCKLEAR, III
Admiral, U.S. Navy