



COMMANDER, U.S. PACIFIC COMMAND
(USPACOM)
CAMP H.M. SMITH, HAWAII 96861-4029

January 30, 2017

ANTI-DISCRIMINATION POLICY STATEMENT

As the Commander, I am personally committed to ensuring all personnel in USPACOM are treated with dignity and respect and afforded the opportunity to work in an environment that is free from all forms of harassment and unlawful discrimination. Each of us has a responsibility to provide a workplace where all personnel can perform to their maximum ability, unimpeded by institutional or individual biases based on: race; color; national origin; religion; age; disability; or sex, which includes discrimination based on pregnancy, sexual orientation, and gender identity.

The ultimate success of this Command is dependent on our ability to attract and retain a highly qualified force that promotes equality and diversity. Harassment and unlawful discrimination detract from our ability to accomplish the mission and undermine our primary values of fairness and respect. Leaders at every level must remain engaged in upholding the principle of equal opportunity and maintain an awareness of command climate to identify and quickly eliminate obstructions to equal opportunity. I take this responsibility seriously and demand the same from all members of this Command. Harassment, reprisal, and unlawful discrimination will not be tolerated within USPACOM.

I remain committed to actively supporting programs that uphold the core principles of equality and diversity, including the Equal Opportunity Program for our military personnel and the Equal Employment Opportunity Program for our civilians. I expect the same commitment and support from all personnel within this Command. Anyone who believes they have been unlawfully discriminated against has a responsibility to inform his/her chain of command and/or use the appropriate complaint process. Complaints will be processed expeditiously and without fear of reprisal. Information regarding the complaint process may be obtained by contacting your respective service element or the civilian personnel division in the J1 Directorate.

All USPACOM personnel must have an equal opportunity to contribute to the success of our mission, and I expect the full support of all leaders, managers, military personnel, and civilians to ensure equal and fair treatment of all.


HARRY B HARRIS, JR.
Admiral, U.S. Navy