



DEPARTMENT OF THE NAVY
U.S. FLEET FORCES COMMAND
1562 MITSCHER AVENUE SUITE 250
NORFOLK VA 23551-2487

1 May 2024

U.S. FLEET FORCES COMMAND EQUAL EMPLOYMENT OPPORTUNITY / EQUAL OPPORTUNITY POLICY STATEMENT

1. I am personally and professionally committed to Equal Employment Opportunity(EEO)/Equal Opportunity (EO) at U.S. Fleet Forces Command (USFLTFORCOM), because it fosters a work environment free of discrimination and harassment.
2. EEO applies to all USFLTFORCOM civilian employees and applicants, regardless of race, color, religion, sex (including pregnancy, child birth, gender identity, and sexual orientation), national origin, age (40 and over), disability (physical and mental), genetic information (including family medical history), or reprisal for previous EEO activity. All military personnel are covered by EO regardless of race, color, religion, sex, sexual orientation, gender identity, and national origin.
3. EEO and EO are integral to personnel and employment programs, management practices, and decisions including merit promotion, recruitment/hiring, transfer, reassignments, training, career development, benefits, and separation. We must ensure all military personnel and civilian employees are free to compete on a fair and level playing field.
4. Any form of discrimination in the workplace will not be tolerated. In addition, reprisal against personnel engaged in protected activity will not be tolerated. Such allegations will be immediately investigated and if substantiated, appropriate action will be taken. We support the right of all employees to exercise their rights under civil rights statutes.
5. Leaders should empower employees with the means to reach their full career potential and judge them based on merit and ability. When issues arise, managers and supervisors are responsible and accountable for attempting resolution through informal and formal means.
6. I will make every effort to support the EEO Commission goals for the participation of qualified individuals with disabilities in our workforce and providing appropriate accommodations to employees in accordance with applicable laws and regulations.
7. Finally, through our efforts to maintain sensitivity to our cultural differences and valuing individual contributions, I am confident we will continue to accomplish our mission. All military personnel and civilian employees are responsible for adhering to EEO/EO principles and fostering an inclusive work environment. Your efforts towards these goals are greatly appreciated and essential to our success.
8. The USFLTFORCOM point of contact for military personnel is the Command Managed Equal Opportunity Advisor, number can be found in the Plan of the Week. The point of contact for civilian personnel is Mr. Elijah Ramsey, who can be reached at: (757) 396-2221 or personnel can use the EEO hotline at: (757) 396-7888. In addition, the Navy's EO/Sexual Harassment Advice Line is 1-800-253-0931.



D. L. CAUDLE