DEPARTMENT OF THE NAVY
COMMANDER NAVY REGION SOUTHWEST
937 N. HARBOR DR.
SAN DIEGO, CA 92132-0058

IN REPLY REFER TO:
COMNAVREGSWINST 12720.1
23 NOV 2005

COMMANDER NAVY REGION SOUTHWEST

EQUAL OPPORTUNITY POLICY STATEMENT

People are our most valuable resource. During these times of limited resources, it is particularly important we take positive actions to ensure compliance with Navy Regulations and Federal Mandates Regarding Equal Opportunity (EO) for service members and Equal Employment Opportunity (EEO) for civilian employees. We must ensure fair and equitable treatment of both military and civilian personnel and be sensitive toward our culturally diverse work force. To achieve mission accomplishment, personnel must realize the significance of the diversity within our military community. Our actions must be such that race, color, religion, gender, age, physical or mental disability or national origins are never an issue in any leader or supervisor's decision within the work place.

As Commander, Navy Region Southwest, I am committed to Equal Opportunity and Equal Employment opportunity as a command function. It is my responsibility to ensure all active duty personnel, reserve service members, and civil service employees have the right to do their jobs without fear of discrimination or harassment.

L. R. HERING

Attachments:

(1) EEO Program Policy
(2) People with Disabilities and Disabled Veterans Program Policy
(3) Discrimination and Sexual Harassment Policy
(4) Jokes and Slurs Policy
(5) Extremist/Hate Groups Policy

Enclosure (1)

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EQUAL EMPLOYMENT OPPORTUNITY PROGRAM POLICY

As the Equal Employment Opportunity Officer for Navy Region Southwest, I reaffirm the Department of the Navy's policy on Equal Employment Opportunity and, and conform to the Department of Defense's "Memorandum on Equal Employment Opportunity for civilians within the Department of Defense."

Navy Region Southwest will provide opportunity for civilian employees to rise to their highest potential, based solely on individual talent and diligence. Civilian service in this command is a paradigm of Equal Employment Opportunity for all regardless of race, color, religion, gender, age, disability or national origin.

The responsibility for carrying out a successful model EEO Program effort, under the Equal Employment Opportunity Commission guidance, rests with each one of us. We will provide every employee, regardless of race, color, religion, gender, age, disability or national origin, the opportunity to rise to their full potential.

Navy Region Southwest is a model region within the Department of the Navy in the area of Equal Employment Opportunity. All leaders and supervisors (military and civilian) are assigned the responsibility of positive action in achieving Equal Employment Opportunity goals. We are, collectively and individually, responsible for the program's success, as we each contribute to the improvement of society through greater utilization of our human resources. Management performance shall be evaluated in terms of this support, as well as other major command goals.

I look forward to full cooperation in maintaining a qualified civilian work force that is reflective of our nation's population.

L. R. HERING

Attachment (1)