

Equal Employment Opportunity

Contact your Human Resource Office, Human Resource Service Center, or Alternate Dispute Resolution (ADR) Regional Coordinator ([see ADR](#)) to discuss how to proceed.

What is Equal Employment Opportunity?

The statutes enforced by the Equal Employment Opportunity Commission make it illegal to discriminate against employees or applicants for employment because of race, color, religion, sex, national origin, disability, or age.

What laws does the Equal Employment Opportunity Commission enforce?

The EEOC is responsible for enforcing a number of federal laws prohibiting job discrimination, including:

- Title VII of the Civil Rights Act of 1964 (race, color, religion, sex, or national origin)
- Equal Pay Act of 1963
- Age Discrimination in Employment Act of 1967 (protects individuals 40 or older)
- Titles I and V of the Americans with Disabilities Act of 1990 (ADA)
- Sections 501 and 505 of the Civil Rights Act of 1991

The Civil Service Reform Act of 1978 (CSRA) also contains provisions prohibiting discrimination. The Merit Systems Protection Board (MSPB) and the Office of Special Counsel (OSC) are responsible for enforcing the CSRA.

The new Executive Order amends section 1 of Executive Order 11478 (1969), which now reads, in part, as follows:

Under and by virtue of the authority vested in me as President of the United States by the Constitution and statutes of the United States, it is ordered as follows:

Section 1. It is the policy of the Government of the United States to provide equal opportunity in Federal employment for all persons to prohibit discrimination in employment because of race, color, religion, sex, national origin, handicap, age, or sexual orientation through a continuing affirmative program in each executive department and agency. This policy of equal employment opportunity applies to and must be an integral part of every aspect of personnel policy and practice in the employment, development, advancement, and treatment of civilian employees of the Federal Government, to the extent permitted by law.

What Navy regulations outline the Navy's civilian EEO policy?

[29 CFR Part 1614, Federal Sector Equal Employment Opportunity](#)

[SECNAVINST 12720.5A, Department of the Navy Civilian Equal Employment Program](#)

[OPNAVINST 12720.4B, Equal Employment Opportunity Program Management](#)

[MCO 12713.6A, Equal Employment Opportunity Program](#)

What do I do if I feel I have been discriminated against in the workplace?

We encourage resolution of conflict at the lowest level possible. If Federal civilian employees believe they have been discriminated against by a federal agency, and are unable to resolve a complaint informally, they may file a formal complaint against that agency.

The Department of the Navy (DoN) Policy and Procedures for Filing an Individual Complaint of Discrimination can be found at the [Department of the Navy, Office of Civilian Human Resources \(OCHR\) website](#).

See also Questions and Answers related to filing an EEO Complaint on the [DON, OCHR website](#).

Where can I get more information about the Navy's EEO policy? Websites:

[Department of the Navy Office of Civilian Human Resources](#)

[U.S. Equal Employment Opportunity Commission](#)

The [EEOC website](#) and the [OPM website](#), provide additional details.

Equal Opportunity (Military)

Contact the Command Managed Equal Opportunity Officer.

What regulations apply to the Department of the Navy Equal Opportunity/Sexual Harassment program?

[OPNAVINST 5354.1E, Navy Equal Opportunity Policy \(EO Manual\)](#)

[SECNAVINST 5300.26, Department of the Navy Policy on Sexual Harassment](#)

[NAVPERS 15620, Navy's Informal Resolution System \(IRS\) Complaint Procedures](#)

[NAVPERS 5354/2, Navy's EO/sexual harassment formal complaint form](#)

[DoDDIR 1350.2, Department of Defense Military Equal Opportunity \(CMEO\) Program](#)

[U.S. Navy Regulations, Chapter 11, General Regulations: Article 1164, Equal Opportunity and Treatment](#)

[DoD 5500.7-R, Joint Ethics Regulation, Sec. 2-100, Standards of Ethical Conduct for Employees of the Executive Branch](#)

[SECNAVINST 5350.16, Equal Opportunity within the Department of the Navy](#)

[OPNAVINST 5354.1E, Navy Affirmative Action Plan](#)

[MCO 5354.3B, Equal Opportunity Advisor](#)

How do service members file an informal complaint of sexual harassment or discrimination?

We encourage resolution of conflict at the lowest level using the Informal Resolution System (IRS) and the chain of command. You may file a complaint of discrimination or sexual harassment, which includes a hostile work environment, using the command complaint resolution processes. Military should seek assistance from their Command Managed Equal Opportunity (CMEO) representative.

If you feel uncomfortable raising the issue with your command, you may request the assistance of the Equal Opportunity representative at the next higher level of authority.

What if a service member is unable to resolve his/her complaint informally?

If service members are unable to resolve their complaints informally, they may use the Navy Equal Opportunity (EO) Formal complaint form 5354/2 to file a formal EO/SH complaint. The instructions above outline the Navy's policy on discrimination and sexual harassment.

Within 72 hours of receipt of a formal complaint of unlawful discrimination or sexual harassment, the command must report it via SITREP to their General Courts-Martial Authority (GCMA) and info addresses CNO WASHINGTON DC/NOOE//, COMNAVPRSCOM MILLINGTON TN/NPC6/NPC61//, the Command's Echelon 2 Commander and the Immediate Superior in Command (ISIC).

May service members bring matters involving Equal Opportunity to the attention of an Inspector General?

The process explained above is the preferred method of pursuing a complaint of harassment/discrimination; however, you may bring these matters to the attention of an Inspector General's office. We will review complaints involving investigations that were materially flawed, etc.

Is the Informal Resolution Process described above the appropriate process to file a complaint of rape, assault, or other criminal activities?

No. Employees should contact the base police, Commanding Officer, or Naval Criminal Investigative Service regarding complaints of this nature.

Can I appeal the results of a formal EO complaint?

Yes. You may file suit in Federal District Court.

When does a Marine Corps Inspector General intervene in EO/sexual harassment complaints?

- If a military member has attempted to pursue the matter using the appropriate process and the CMEO program management has not been responsive.
- If the complainant can provide evidence that the EO process is biased or the investigation was improperly conducted.

Where can a service member obtain more information and advice concerning the EO process?

Contact the command Managed Equal Opportunity Officer.

For more information contact:

Professional Relationships Division (PERS-61), Navy Personnel Command at: Navy Advice line # 1-800-

253-0931 (8:30 a.m. to 3:00 p.m. EDT)

The advice line is manned by Navy Personnel Command staff and provides any personnel, civilian or military, to anonymously request advice concerning sexual harassment and equal opportunity issues. Personnel calling after work hours are encouraged to leave a message, and they will contact you the next business day. The advice line does not accept complaints; they only provide guidance and refer personnel to the another agency, if appropriate.

[Navy Advice line E-mail Address](#)

[CNET Webpage pertaining to CMEO Training](#)

Equal Opportunity (Off-Base Housing)

Report discriminatory practices by landlords to the Housing Referral Office on base and contact the legal assistance office for advice.

What is the applicable instruction?

[SECNAVINST 5350.14, Equal Opportunity in Off-Base Housing](#)

To whom do I report violations?

Report discriminatory practices by landlords to the Housing Referral Office on base, or the circumstances may require you to pursue the action in civil court to resolve the matter.