



DEPARTMENT OF THE NAVY
COMMANDER
UNITED STATES PACIFIC FLEET
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EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Our greatest strength is our people, and every Pacific Fleet employee is owed a safe and comfortable environment to work. In that light, cooperation, teamwork, and treating all teammates with respect and fairness are nonnegotiable standards in the workplace. As Commander, U.S. Pacific Fleet (COMPACFLT), I am committed to maintaining a work environment free from unlawful and prohibited discrimination. I expect all leaders, military and civilian, to take an active role in fostering this standard.

Employees shall be provided Equal Employment Opportunity (EEO) regardless of race, color, religion, sex (see <https://www.eeoc.gov/sex-based-discrimination> for more information as to the various components of sex discrimination), national origin, age, disability (mental and physical), protected EEO activity (participating in the EEO process or opposing discrimination), and genetic information (including family medical history). EEO covers all personnel/employment programs, management practices, and decisions, including but not limited to, recruitment, hiring, merit promotions, transfers, reassignments, training and career development, benefits, and separations. You have my assurance that all employees will have the freedom to compete on a fair and level playing field.

In addition to employees and applicants being afforded the opportunity to request reasonable accommodations (RA) based on their disability or sincerely held religious beliefs, the Pregnant Worker's Fairness Act (PWFA) requires the provision of temporary accommodations for employee's and applicant's known limitations related to pregnancy, childbirth, or related medical conditions, unless doing so would cause an undue hardship. I expect all of us to fully support the Department of Navy's EEO policies and initiatives. For EEO concerns, employees and applicants should contact the applicable servicing EEO Office, which can be found via this link: <https://www.cpf.navy.mil/About-Us/Organization/Total-Fleet-Force-Manpower-Personnel/Equal-Employment-Opportunity-Program/>. Individuals have 45 calendar days from the discriminatory action, or when they learned of it, to initiate a timely complaint. As it is every individual's choice to exercise their civil rights, reprisal against anyone for engaging in protected EEO activity will not be tolerated.

We must foster a Culture of Excellence and continuously assess ways to uphold COMPACFLT as the employer of choice. To do this, leaders shall be proactive and regularly monitor the command climate to identify and eliminate barriers to EEO. Actively promoting equality of opportunity is essential in attracting, developing and retaining the most qualified workforce and top talent to support our maritime dominance.

S. T. KOEHLER