



June 23, 2022

**EQUAL OPPORTUNITY
AND
EQUAL EMPLOYMENT OPPORTUNITY
POLICY STATEMENT**

As Commander, Naval Surface Force, U.S. Pacific Fleet, I am personally committed to taking care of our people by ensuring equality of opportunity and a culture and work environment free from discrimination, harassment and reprisal for each Sailor and Civilian. Every individual serving the Pacific Surface Fleet must be able to achieve their highest potential and be treated as a valued team member. Sustaining the highest levels of operations, readiness and war fighting resilience rests on our ability to attract and retain the most qualified talent, at all levels without regard to bases of discrimination prohibited by law.

Service members shall be afforded Military Equal Opportunity (MEO) without prohibited discrimination based on race, color, national origin, religion, sex (including pregnancy), gender identity, or sexual orientation.

Civilian employees shall be provided Equal Employment Opportunity (EEO) regardless of race, color, religion, sex (including pregnancy, gender identity and sexual orientation), national origin, age, disability (mental and physical), protected EEO activity (participating in the EEO process or opposing discrimination), or genetic information (including genetic testing or family medical history).

You have my sincere commitment to actively and fully support Equal Opportunity programs for Sailors and Equal Employment Opportunity programs for Civilians. I expect every leader, manager, supervisor, uniformed member and civilian employee of the Pacific Surface Fleet to do the same. Leadership shall regularly monitor the climate of our command, identify and then eliminate barriers to equal opportunity and assess ways to uphold the Pacific Surface Fleet as the "employer of choice" that further advances the Navy as the "service of choice." Together we will ensure all Sailors and Civilians are empowered to work and prosper in a fair and equitable environment through trustworthy leadership, continuous communications, and compliance with applicable Navy directives.

Points of contact:

Civilian Employees: EEO Intake Line (619) 705-6157

Military: MAC(SW/EXW/AW) Natasha Gomez, (619) 437-2485

A handwritten signature in black ink, appearing to read "R. I. Kitchener".

R. I. KITCHENER
Vice Admiral, U.S. Navy