



DEPARTMENT OF THE NAVY
COMMANDER US NAVAL FORCES JAPAN
COMMANDER NAVY REGION JAPAN
PSC 473 BOX 12
FPO AP 96349-0001

**COMMANDER'S EQUAL OPPORTUNITY (EO)/EQUAL EMPLOYMENT OPPORTUNITY (EEO)
MISSION AND DIVERSITY POLICY STATEMENT**

The United States of America was founded on the basic principle that "all men are created equal." Every citizen therefore is valued equally, regardless of race, color, national origin, gender, religion, age, disability, or reprisal for involvement in the EEO process. As key members of the U.S. Naval Forces Japan/Navy Region Japan team, there are steps that we must all take to ensure that equality and fairness are consistently considered in the decisions we make and the actions we take on a daily basis. Each of us military members, civilian employees, Master Labor Contract, and contractor employees of the United States Navy have answered a noble call to support the ideals of freedom and equality. We are one team with one mission.

We must treat each other with the greatest respect and fairness and with a deep appreciation for one another's talents. We all make contributions on a daily basis to enhance the effectiveness of this organization, strengthen the U.S.-Japan alliance, and to provide direct support to those who defend our sea lanes and the nation of Japan.

In order to attract and retain the high quality of personnel the United States Navy requires, it is imperative that we create a work environment that fosters fair and unbiased treatment of all individuals. Discrimination, fraternization, or harassment of any type is unacceptable and will not be tolerated.

If you believe that you have been discriminated against, you are encouraged to promptly notify the chain of command and/or the EO/EEO staff. Reprisals against any victim or witness of discrimination are strictly prohibited and will result in prompt and appropriate action against offenders.

The strength of our diversity and insistence on equal opportunity are the foundation of our continued success. We are committed to excellence and the fair treatment of all. I know we can count on each other to make it happen.

T.B. Kraet
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THE PREVENTION OF SEXUAL HARASSMENT POLICY STATEMENT

Ref: (a) SECNAVINST 5300.26D
(b) OPNAVINST 5354.1F

As Commander, U.S. Naval Forces Japan/Commander, Navy Region Japan, I am dedicated to creating a working environment where each of you will be treated with dignity, respect and fairness. To accomplish our mission, the workplace must be free from any form of sexual harassment. Such behavior impairs our productivity and affects the morale, readiness, and teamwork vital for supporting the Navy mission.

Sexual harassment is a form of discrimination and is prohibited under references (a) and (b). This includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when such conduct unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment. Using such conduct as the basis for career or employment decisions is also prohibited. Individuals who believe they have been sexually harassed are encouraged to directly confront the offensive conduct or report the incident to the appropriate level in the chain of command, or a designated civilian/military equal opportunity official. Such complaints will be investigated and resolved promptly and decisively. I will not tolerate acts of reprisal, retaliation, intimidation or further acts of harassment. Leaders who fail to take appropriate action to eliminate sexual harassment or who tolerate such conduct will be held accountable for contributing to the hostile environment.

I expect each of you, military and civilian alike to enforce this policy at all times and I encourage all of you to support each other in ensuring that our organization is a model of fair and professional treatment for the Navy.


T. B. KRAFFT