

"It is the policy of the Government of the United States to provide equal opportunity in employment for all persons, to prohibit discrimination in employment because of race, color, religion, sex, national origin, age or handicap and to promote the full realization of equal employment opportunity through a continuing affirmative program in each agency. No person shall be subject to retaliation for opposing any practice made unlawful by Title VII of the Civil Rights Act; the Age Discrimination in Employment Act; the Equal Pay Act; or the Rehabilitation Act, or for participating in any stage of administrative or judicial proceedings under those statutes."

Employees, former employees, or applicants who perceive they have been discriminated against must seek counseling on alleged discriminatory matters within 45 calendar days of the incident or personnel action.
[29 CFR 1614.105]

Executive Order 13087 prohibits discrimination based on sexual orientation in the federal civilian workforce. A person's sexual orientation should not be the basis for denial of a job or a promotion or anything that would impact a term, condition, or privilege of employment. No complaint rights under 29 CFR 1614, but may seek assistance in certain circumstances from the Merit Systems Protection Board (MSPB), Office of Special Counsel (OSC), a negotiated grievance and/or any administrative grievance procedure.

In accordance with SECNAV Instruction 12720.5A, "All newly appointed supervisors (military and civilian) of civilian employees in the DON must receive training in EEO either prior to or within six months after appointment into a supervisory position. In addition to the basic EEO information, this training must include the 'Role of the Supervisor In The Implementation and Maintenance of all EEO Requirements and Program.' Annual and/or continuing EEO training for supervisors must be identified at activities and commands."

On Line Training:

<http://www.hronorfolk.navy.mil/eo/EEOMODULE1UPDATE11.pps>

NOTE: Special training needs can be discussed by contacting the Equal Employment Opportunity Programs Department, HRO Norfolk, at (757) 445-1664.

EEO Flow Chart

<http://www.hronorfolk.navy.mil/eeo/flowchart.htm>

Additional information of interest regarding the federal sector EEO complaint process and information on laws and rules/regulations governing EEO can be obtained from the following web sites:

Regulations governing the federal sector EEO process may be obtained at:

<http://www.eeoc.gov/federal/regulations.html>

<http://www.eeoc.gov/federal/md110.html>

Facts about employment discrimination:

<http://www.eeoc.gov/eeoinfo.html>

HOW TO CONTACT US: The Equal Employment Opportunity Programs Department, HRO Norfolk, is located on the second floor of Building N-26, 1530 Gilbert Street, Suite 2307, and may be contacted at (757) 445-1664.