



DEPARTMENT OF THE NAVY
DIRECTOR
MILITARY SEALIFT FLEET SUPPORT COMMAND
SP64 471 EAST C STREET
NORFOLK, VA 23511-2419

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N19
29 October 2010

MEMORANDUM

Subj: REAFFIRMATION OF EQUAL EMPLOYMENT OPPORTUNITY POLICY

1. The Military Sealift Fleet Support Command (MSFSC) has a vital mission to accomplish combat fleet logistics worldwide - one that cannot be accomplished without the talent, dedication and skill of the men and women who carry out our work. We all bear two fundamental obligations: first, to do our own jobs to the best of our ability and second, to ensure that our coworkers and those we supervise are given a respectful, supportive environment that allows them to do their jobs.

2. As Director, I am personally committed to making MSFSC a model employer with a diverse and effective workforce. To achieve this goal, it is essential that managers and supervisors maintain an atmosphere where employees and applicants for employment are judged solely on the basis of merit and ability. We want to create an atmosphere where there is respect for the strength brought to our workforce when we have employees with a wide range of backgrounds and experiences. In order for this to be accomplished, we must all be committed to the principles of Equal Employment Opportunity (EEO).

3. It is the policy of MSC to provide Equal Employment Opportunity to all employees, former employees and applicants for employment, regardless of race, color, religion, sex, national origin, age, disability or prior participation in protected EEO activity.

4. Discrimination on the basis of sexual orientation is not covered under 29 CFR 1614; however, it is a prohibited personnel practice as set forth in Executive Order 13087. If you believe you have been discriminated against based on sexual orientation, you may seek assistance either from the Merit Systems Protection Board, Office of Special Counsel or the Negotiated Grievance Procedure or Agency Grievance Procedures, as applicable.

5. If you believe you have been discriminated against due to race, color, religion, sex, national origin, age, disability or as reprisal for prior participation in protected EEO activity, you must seek EEO counseling on the matter within **45 calendar**

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days of the date of the alleged discriminatory incident, or within **45 calendar days** of an alleged discriminatory personnel action.

6. **For all Civil Service Mariner complaints, please contact Ms. Wanda Watson-Mays, Deputy EEO Officer, at wanda.watson-mays@navy.mil.** For all ashore complaints please contact your respective Human Resource Office, EEO representative.

7. **This Policy must be posted on all official bulletin boards ashore and afloat.**



J. R. TAYLOR

Distribution:
ALL MSFSC (Ships and shore stations)