



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

19 Aug 25

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

As the Commander, I am fully committed to Equal Employment Opportunity (EEO) for all employees and applicants across U.S. Naval Forces Japan (CNFJ) and Navy Region Japan (CNRJ). This command will protect, foster, and maintain trust within its workforce. By treating every Sailor, Marine, and civilian with dignity and respect, we ensure our Navy and Marine Corps will be the most talented and combat-ready force possible in the years ahead.

In keeping with our Core Values of Honor, Courage, and Commitment, it is the policy of this command to provide EEO for all employees, former employees and applicants for jobs, regardless of their age, color, race, disability, sex (see <https://www.eeoc.gov/sex-based-discrimination> for more information as to the various components of sex discrimination), genetic information (including family medical history), national origin or religion. This command will have zero tolerance for reprisal against anyone who has engaged in prior protected activity. Additionally, in keeping with the spirit of the Pregnant Workers' Fairness Act, this command is committed to providing temporary accommodations to an employee's or applicant's known limitations relating to pregnancy, childbirth, or related medical conditions, unless it causes an undue hardship. This command will apply EEO to all employment and personnel programs, decisions, and management practices, including but not limited to recruitment and hiring, transfer, merit promotion, training and career development, reassignment, benefits, and separation. This command also affirms and will protect the freedom of all employees and applicants to compete on a fair and level playing field, along with the ability to exercise their rights under the civil rights statutes.

Workplace harassment (including sexual harassment) adversely affects our individual and collective effort to accomplish our missions, is unacceptable in any work environment, and will not be tolerated. I expect everyone in this command to foster and maintain a workplace and environment that promotes equal opportunity. As a swift and appropriate response to workplace harassment (including sexual harassment) is our shared responsibility, members of this command will correct any harassing conduct before it becomes severe or pervasive. As a reminder, anyone who violates the Department of the Navy (DON) policy on equal opportunity and discrimination may be subject to disciplinary action.

Employees or applicants who believe that they have been subjected to discrimination, harassment, or retaliation for protected EEO activity should initiate contact with an EEO counselor within 45 days of the alleged discriminatory incident. The contact information for filing an EEO complaint is: DON Office of EEO, Overseas Japan, 243-7092 or CNFJ-CNRJ-EEO@us.navy.mil.

A handwritten signature in black ink, appearing to read "I. L. Johnson", is positioned above the printed name.

I. L. JOHNSON