



DEPARTMENT OF THE NAVY
COMMANDER US NAVAL FORCES JAPAN
COMMANDER NAVY REGION JAPAN
PSC 473 BOX 12
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MILITARY EQUAL OPPORTUNITY STATEMENT

As the Commander, I am fully committed to equal opportunity for Active Duty and Reserve Service Members across U.S. Naval Forces Japan (CNFJ) and Navy Region Japan (CNRJ) regardless of race, color, religion, sex (including pregnancy), national origin, or sexual orientation. Further, I am committed to providing a work environment that ensures service members are treated with dignity and respect, as well as provided equal opportunity for professional growth, advancement, and benefits commensurate with their abilities and skills.

I will not tolerate any form of harassment, prohibited discrimination, or retaliation for reporting harassment or prohibited discrimination. Leaders at all levels are responsible for fostering a culture of respect and dignity for service members and shall hold anyone committing discriminatory or harassing actions accountable.

The Military Equal Opportunity (MEO) program is a fundamental part of CNFJ/CNRJ's mission to support the readiness, resilience, and well-being of the Sailor. I am firmly committed to the goals and objectives of the Navy's MEO programs. All service members should foster and advocate for a positive command climate that is free from personal, social, or institutional barriers where Sailors can rise to the highest level of responsibility possible.

Leaders must ensure that service members are evaluated on the basis of individual merit, fitness, capability, and performance. I expect and encourage all managers and supervisors, both military and civilian, to support and promote the command's MEO policies. Proactive MEO management practices benefit the command climate, enhance mission readiness, and positively affect services to the Fleet, Fighters, and Families.

Any uniformed service member who believes that they have been discriminated against has the right to file an informal, formal, or anonymous complaint by contacting an MEO professional, commanding officer, or leadership in his or her chain of command. Complaints should be made within 60 days of the offending incident, or in the case of a series of incidents, within 60 days of the most recent incident. All complaints will be taken seriously and assessed for appropriate action. Military members should contact their local MEO Program Manager or Command Climate Specialist (CCS) for guidance and assistance.


I. L. JOHNSON