

## Equal Opportunity (EO)

### **What regulations apply to the Department of the Navy Equal Opportunity/Sexual Harassment program?**

[OPNAVINST 5354.1F](#), Navy Equal Opportunity Policy (EO Manual)

[SECNAVINST 5300.26D](#), Department of the Navy Policy on Sexual Harassment

[NAVPERS 5354.2](#), Navy's EO/sexual harassment formal complaint form

[DoDDIR 1350.2](#), Department of Defense Military Equal Opportunity (CMEO) Program

[U.S. Navy Regulations, Chapter 11, General Regulations; Article 1164](#), Equal Opportunity and Treatment

[DoD 5500.7-R, Joint Ethics Regulation, Sec. 2-100](#), Standards of Ethical Conduct for Employees of the Executive Branch

[SECNAVINST 5350.16A](#), Equal Opportunity within the Department of the Navy

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### **How do service members file an informal complaint of sexual harassment or discrimination?**

We encourage resolution of conflict at the lowest level using the Informal Resolution System (IRS) and the chain of command. You may file a complaint of discrimination or sexual harassment, which includes a hostile work environment, using the command complaint resolution processes. Military should seek assistance from their Command Managed Equal Opportunity (CMEO) representative.

If you feel uncomfortable raising the issue with your command, you may request the assistance of the Equal Opportunity representative at the next higher level of authority.

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### **What if a service member is unable to resolve his/her complaint informally?**

If service members are unable to resolve their complaints informally, they may use the Navy Equal Opportunity (EO) Formal complaint form 5354/2 to file a formal EO/SH complaint. The instructions above outline the Navy's policy on discrimination and sexual harassment.

Within 72 hours of receipt of a formal complaint of unlawful discrimination or sexual harassment, the command must report it via SITREP to their General Courts-Martial Authority (GCMA) and info addresses CNO WASHINGTON DC/NOOE//, COMNAVPRSCOM MILLINGTON TN/NPC6/NPC61//, the Command's Echelon 2 Commander and the Immediate Superior in Command (ISIC).

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### **May service members bring matters involving Equal Opportunity to the attention of an Inspector General?**

The process explained above is the preferred method of pursuing a complaint of harassment/discrimination; however, you may bring these matters to the attention of an Inspector General's office. We will review complaints involving investigations that were materially flawed, etc.

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**Is the Informal Resolution Process described above the appropriate process to file a complaint of rape, assault, or other criminal activities?**

No. Employees should contact the base police, Commanding Officer, or Naval Criminal Investigative Service regarding complaints of this nature.

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**Can I appeal the results of a formal EO complaint?**

Yes. You may file suit in Federal District Court.

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**When does a Navy Inspector General intervene in EO/sexual harassment complaints?**

- If a military member has attempted to pursue the matter using the appropriate process and the CMEO program management has not been responsive.
  - If the complainant can provide evidence that the EO process is biased or the investigation was improperly conducted.
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**Where can a service member obtain more information and advice concerning the EO process?**

Contact the Command Managed Equal Opportunity Officer.

*For more information contact:*

The Navy Diversity Directorate or Navy EO Office (PERS-61), Navy Personnel Command at:

Navy Adviceline #: 800-253-0931 or 901-874-2507 (8:30 a.m. to 3:00 p.m. EDT)  
DSN: 882-2507

The advice line is manned by Navy Personnel Command staff and provides any personnel, civilian or military, to anonymously request advice concerning sexual harassment and equal opportunity issues. Personnel calling after work hours are encouraged to leave a message, and they will contact you the next business day. The advice line does not accept complaints; they only provide guidance and refer personnel to another agency, if appropriate.

Navy Adviceline e-mail address: [mill\\_navy\\_eo\\_advice@navy.mil](mailto:mill_navy_eo_advice@navy.mil)

NETC webpage pertaining to CMEO training: <https://www.cnet.navy.mil/cnet/nltulck/cmeo.htm>