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OPNAVINST 5354.1F

Navy Equal Opportunity (EO) Policy

1: Instruction Overview

1. The Command Managed Equal Opportunity (CMEO) objective is to promote positive command morale and Quality of Life (QOL). How is this accomplished? (2) ¶ 4.b

By providing an environment in which all personnel can perform to their maximum ability, unimpeded by institutional or individual biases based on race, color, ethnicity, national origin, sex or religious stereotypes.

2. Command leaders must create, shape and maintain a positive Equal Opportunity (EO) environment through _____, communication, training, education, enforcement and assessment. (2) ¶ 4.b

Policy.

3. What determines the appropriate level of administrative or disciplinary actions required to resolve incidents of unlawful discrimination or sexual harassment? (3) ¶ 4.d

The circumstances surrounding the incident.

4. Incidents of unlawful discrimination or sexual discrimination, whether verbal or physical acts, must be overt. T/F (3) ¶ 4.d

False. (They can be overt or subtle.)

5. Name several examples of administrative and disciplinary actions available to address unlawful discrimination and sexual harassment by military personnel. (3) ¶ 4.d

Informal counseling, comments in fitness reports and evaluations, punitive measures under the Uniform Code of Military Justice (UCMJ) and administrative separation. (This list is not all inclusive.)

6. Department of Navy (DON) policy prohibits unlawful discrimination and sexual harassment against persons based on race, color, national origin, sex or religion. Rather, servicemembers shall be evaluated only on what three factors? (3) ¶ 6.a

1) Individual merit; 2) fitness; and 3) capability.

7. Equal opportunity and the prevention of sexual harassment are defined as gender-neutral concepts. Explain what this means. (3) ¶ 6.b

It focuses on the detriment to good order, discipline, unit cohesion and military readiness, versus the sex of the members involved.

8. Navy personnel may not participate in organizations that support supremacist causes. Why? (4) ¶ 6.c

In accordance with Article 1167, U.S. Navy Regulations, 1990, attempting to create illegal discrimination, encouraging force or violence or otherwise engaging in efforts to deprive others of their civil rights is prohibited. (This includes participating in public demonstrations/rallying or organizing/leading such organizations.)

9. _____ against a person who provides information on an incident of alleged unlawful discrimination or sexual harassment is prohibited. (4) ¶ 6.e.1

Reprisal. (This is true regardless of who originates the reprisal action.)

10. With regard to unlawful discrimination and sexual harassment, name three actions individuals in the Navy are prohibited from taking. (4) ¶ 6.e.1 thru 6.e.3

Individuals may not 1) take reprisal action; 2) knowingly make a false accusation; and 3) while in a supervisory or command position, condone or ignore unlawful discrimination or sexual harassment of which individuals have knowledge or have reason to have knowledge.

11. Who advocates the EO program for Navy military and civilian personnel, monitors the Navy's progress toward accomplishing EO goals and a positive command climate, and reports Navy-wide climate assessment survey results to the Fleet? (4) ¶ 7.a.1 thru 7.a.3

The Chief of Naval Operations (CNO).

12. Who ensures all personnel may participate equally in all occupational areas and warfare specialties within legal bounds, ensures leadership opportunities and an equitable assignment process exist for all personnel, ensures EO for promotion and advancements exist for all personnel, and develops and monitors total force manpower and personnel policies and objectives? (5) ¶ 7.b.1 thru 7.b.4

The Deputy Chief of Navy Operations (DCNO), Manpower, Personnel, Training and Education (MPTE) (N1).

13. Who maintains overall control of the Military Equal Opportunity Assessment (MEOA) and provides information, assessment and status reports on minority affairs matters? (5) ¶ 7.c.1 thru 7.c.2

The Diversity and Women's Policy Branch (CNO (N134)).

14. The Navy Equal Opportunity Office (NEO) provides an annual EO Climate Assessment and the overall direction, guidance, support and leadership for the manage-