Equal Employment Opportunity

The Department of the Navy is committed to ensuring an environment free from all forms of harassment and discrimination and protecting our most valuable asset – people!

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Joint Region Marianas shall strive to eliminate any employment policy, process, procedure, or practice that would give undue or non-meritorious credence to an individual's **age**, **color**, **disability**, **genetic information**, **national origin**, **race**, **religion**, **sex**, or **reprisal/retaliation**. Any employee who believes he/she has been harmed by an employment decision that wrongfully considered the personal attributes listed above in bold font, may initiate EEO counseling. EEO counseling is to be sought within forty-five (45) calendar days after: (a) the event occurred, (b) one becomes aware of the discrimination, or (c) after the effective date of a personnel action believed to be discriminatory.

EEO Protected Categories

Age – 40 or more years of age

Color - Skin colors/tones as black, white, olive, dark or light complexioned

Disability - Permanent mental or physical conditions that severely limits or prohibits the performance of relatively common daily activities

Genetic – Protection against employment decisions based upon one's genetic history or other genetic information

National Origin – The family native country or homeland

Race - Ethnic category whose members frequently share commonalities as culture, background, belief systems

Religion – Belief system, often faith based, that guides the way a person's life is lived, decisions are made

Reprisal (Retaliation) – A harmful agency action occurring within reasonably close proximity to an individual's participation in or expressed opposition to any agency policy, practice, procedure or process

Sex– Male/Female, Sexual Orientation, and Gender Identification