



EQUAL EMPLOYMENT OPPORTUNITY

NAVY REGION HAWAII (NRH), JOINT BASE PEARL HARBOR-HICKAM (JBPHH), NAVY CLOSURE TASK FORCE (NCTF) & PACIFIC MISSILE RANGE FACILITY BASE OPERATING SUPPORT (PMRF BOS) APPROPRIATED FUND (APF) PROGRAM

The Equal Employment Opportunity (EEO) laws and regulations are based on principles set forth in the Constitution and the Bill of Rights. These documents bestow the benefits of democracy and the protection of its laws equally upon all individuals. It is incumbent upon all personnel to support the EEO Program and to strive to eliminate any discriminatory policies and practices. Everyone has the inherent right to fair treatment, equal employment opportunities and a workplace free of harassment and discrimination.

WHO MAY FILE A COMPLAINT: Any employee, former employee or applicant for employment who feels s/he has been discriminated against because of race, color, religion, sex (including sexual orientation), national origin, age (40 years and over), physical or mental disability, genetic information, or reprisal for prior EEO involvement or because of any opposition to an unlawful employment practice under 29 CFR 1614, including Equal Pay Act complaints. For age discrimination, aggrieved individuals may bypass the EEO complaints process by serving the EEO Commission with notice of intent to file a civil action, and after 30 days, proceed directly into Federal Court.

Sexual harassment complaints can also be addressed under Section 1561, of Title 10, U.S. Code.

KEY CONTACTS, NUMBERS AND EMAIL ADDRESSES:

Mr. Guss Alexander, Deputy Director EEO, (808) 471-5430, guss.l.alexander.civ@us.navy.mil
Mr. Mark Bowers, Complaints Manager/SEPM, (808) 471-1707, mark.b.bowers2.civ@us.navy.mil
Ms. Jode Zito, EEO Specialist/RA POC, (808) 471-1710, jode.n.zito.ctr@us.navy.mil
Ms. Gay Williams, Section 508 Coordinator, (202) 433-2534, gay.c.william.civ@us.navy.mil

EEO Mailbox: CNRH_EEO@us.navy.mil
Reasonable Accommodation Mailbox: CNRH_DPM@us.navy.mil

EEO Hotline: 808-471-1706
Navy Sexual Harassment Prevention and Equal Opportunity Advice Line at 1-800-253-0931
SAFE Helpline 1-877-995-5247

WHERE TO FILE AN NRH, JBPHH, NCTF or PMRF BOS APF EEO COMPLAINT:

Mailing Address:

Commander Navy Region Hawaii
EEO Office (N00EO)
850 Ticonderoga Street, Suite 110
JBPHH, HI 96860-5101
Phone: (808) 471-1710

Physical Location:

Moanalua Navy Service Center (Personnel Support Detachment)
4827 Bougainville, Dr.
Room 136

HOW TO FILE A COMPLAINT: Individual and Class Action complaints must first be presented to an EEO Counselor within 45 calendar days from the date of the matter alleged to be discriminatory, or in the case of a personnel action, within 45 calendar days of its effective date. Individuals may choose between participation in an alternative dispute resolution (ADR) process or traditional EEO counseling. If both parties agree to ADR, arrangements will be made to mediate the dispute. If traditional counseling is elected, an EEO Counselor will be assigned and will attempt to resolve the complaint during the pre-complaint process. (CNRH EEO Rev. 08/2024)