

Equal Opportunity & Equal Employment Opportunity References

DoD Directive 5500.11 - Nondiscrimination in

Federally Assisted Programs: www.esd.whs.mil/Portals/54/Documents/DD/issuances/dodd/550011p.pdf

DoD Directive 1350.2 - DoD, Military EO Program:

<http://www.esd.whs.mil/Portals/54/Documents/DD/issuances/dodd/135002p.pdf>

DoD Directive 1020.1 - Nondiscrimination on the Basis of Handicap in Programs:

<http://www.esd.whs.mil/Portals/54/Documents/DD/issuances/dodd/102001p.pdf>

Title VII Civil Rights Act of 1964: <https://www.eeoc.gov/laws/statutes/titlevii.cfm>

Equal Employment Opportunity Commission (EEOC): <https://www.eeoc.gov/>

Equal Employment Act, 1972:

https://www.eeoc.gov/eeoc/history/50th/thelaw/eeo_1972.cfm

Management Directive 110:

<https://www.eeoc.gov/federal/directives/md110.cfm>

Important Websites and Contact information

MCI-East: <http://www.mcieast.marines.mil/>

Intranet: <https://www.lejeune.marines.mil>

Intranet: <https://intranet.mcieast.usmc.mil>

Defense Equal Opportunity Management Institute:

<http://www.deomi.org>

Department of Labor EEO Laws: <http://www.dol.gov>

Department of Justice: <http://www.usdoj.gov>

Computer/Electronics Accommodations Program (CAP):

The mission of CAP is to provide assistive technology and accommodations to support individuals with disabilities and wounded, ill and injured Service members throughout the Federal Government in accessing information and communication technology.
<http://cap.mil/>

MCI-East EEO Office Contact Information

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Military Equal Opportunity (EO) & Civilian Equal Employment Opportunity (EEO)



Equal Employment Opportunity Office
Marine Corps Installations-East
Marine Corps Base, Camp Lejeune
North Carolina 28542-0005

Differences between Military Equal Opportunity (EO) and Civilian Equal Employment Opportunity (EEO)

Military EO and Civilian EEO programs are two programs that are not mutually exclusive in theory of intended outcomes. They are closely interrelated and implicit in their shared goal. The ultimate goal of the programs is to enable Department of Defense (DoD) military and civilian employees to strive to reach their fullest potential unhindered by prejudice or discrimination and to contribute their uniquely individual talents, skills, and creative thinking to maximize organizational effectiveness and war fighting capability.

The ideal point convergence is a level playing field wherein a fully productive diverse, workforce, enjoys an equitable, inclusive, and accessible work environment free from discrimination. Military EO unlike the civilian EEO system, age disability, and genetic information are not protected categories for filing military EO complaints. Also, military EO complaints may be adjudicated through the Inspector General (IG), commander-directed investigations, or the chain of command. Identification and resolution of military EO issues is generally faster than resolution of civilian EEO issues.

Military complaint processes are separate and distinct from civilian EEO channels. EEO is mandated through laws and regulations to prevent and eliminate discrimination in employment policies or practices, provide equal access, and promote fair, open, consideration in hiring, training, promotion, and other personnel actions.

Military Equal Opportunity (EO)

The Department of Defense (DoD) military EO program shall promote an environment free from personal, social, or institutional barriers that prevent service members from rising to the highest level of responsibility possible. Service members shall:

- Be evaluated on individual merit, fitness, and capability. Unlawful discrimination against individuals or groups based on race, color, religion, sex or national origin is contrary to good order and discipline and counterproductive to combat readiness and mission accomplishment and shall not be condoned.
- Use chain of command as the primary and preferred channel to identify and correct unlawful discriminatory practices; process and resolve complaints of unlawful discrimination, including sexual harassment.
- Provide periodic mandatory education and training in human relations and military EO at installation and operational unit commands.
- Establish a process through which individuals may file complaints with the DoD alleging unlawful discrimination based on a prohibited factor in a federally assisted or federally conducted program or activity.

Equal Employment Opportunity (EEO)

The Department of Defense (DoD) Equal Employment Opportunity (EEO) program shall:

- Be maintained within the DoD as an essential element of readiness vital to the accomplishment of the DoD mission.
- Develop and implement programs to promote diversity and ensure EEO and DoD civilian workforce at all grade levels, in every occupational series, and in every major organizational element, in accordance with EEOC and OPM guidance and consistent with law, specific circumstances, and the needs of the DoD.
- Prohibit unlawful employment discrimination based on race, sex, color, national origin, age, religion, disability, reprisal or genetics.
- Identify and eliminate barriers and practices that impede EEO for all employees and applicants for employment, including sexual and non-sexual harassment in the workforce.