



DEPARTMENT OF THE NAVY
COMMANDING OFFICER
U.S. NAVAL STATION GUANTANAMO BAY CUBA
PSC 1005 BOX 25 FPO AA 34009-0100

26 March 2025

Commanding Officer's Policy 2-24

From: Commanding Officer, Naval Station Guantanamo Bay, Cuba

Subj: EQUAL OPPORTUNITY

1. We are a family, and we must harness the powerful benefits of that as we strive for excellence while we execute our mission. Our strength comes from the development and retention of a force driven by education, experience, and ideas. We will continue to foster an environment where everyone is respected and valued equally, and we **WILL NOT** tolerate any activity or behavior that is counter to these ideals. Everyone is entitled to be treated with dignity and respect and to work in an environment free of harassment and discrimination.
2. Through fair practices, transparency, and the preservation of our high standards, everyone shall only be evaluated on individual merit, fitness, capability, and performance. We will encourage everyone to contribute and share ideas to help us excel and execute our mission.
3. Together we will strive to promote an environment free from personal, social or institutional barriers that could prevent service members from rising to the highest level of responsibility possible. We will strive to provide an Equal Opportunity (EO) workplace, one that is free from discrimination and harassment, by ensuring the fair and equal treatment. As your Commanding Officer, I am 100% committed to the Navy's principles of EO.
4. All allegations of harassment or discrimination will be immediately investigated. If an allegation is substantiated, appropriate actions will be taken. There shall be no reprisals against anyone who provides information on an incident, and no person shall knowingly make a false accusation of harassment or discrimination. I expect all leaders to be well versed in the rules, regulations, and policy of EO.
5. It is incumbent upon everyone to maintain an environment that is free from discrimination and harassment. It is also every service member, civilian employee, contractor, and Foreign National's responsibility to actively intervene when there is any deviation from the Navy's policies. We must be prepared to take corrective action and notify the chain of command when harassment or discrimination is observed.
6. Discrimination and harassment are harmful to our family, are detrimental to our ability to effectively execute our mission and **WILL NOT BE TOLERATED!**


M. R. STEPHEN