

## MILPERSMAN 1306-917

### NAVY EQUAL OPPORTUNITY ADVISOR (EOA)

<b>Responsible Office</b>	NAVPERSCOM (PERS-4010D1)	Phone:	DSN COM FAX	882-3862 (901) 874-3862 882-2646
NAVPERSCOM CUSTOMER SERVICE CENTER		Phone:	Toll Free	1-866-U ASK NPC

1. **Background.** The Navy's Equal Opportunity Advisor (EOA) Program is a valuable asset which stimulates a free-flow of communication at all levels within the chain of command. EOAs provide briefings, training, and assist visits to subordinate and area commands. Additionally, assigned EOAs strengthen the chain of command by keeping the leadership team aware of existing or potential equal opportunity related issues as well as procedures and practices which affect the mission, readiness, welfare, and morale of Sailors in the command.

a. This program requires assignment of members to a full-time advisor duty afloat and ashore.

b. Assignment to an EOA billet is contingent upon successful completion of both the EOA Primary Course and the Navy Service Specific Course at the Defense Equal Opportunity Manager Institute (DEOMI), and awarding of Navy enlisted classification (NEC) 9515.

c. EOAs are assigned to major shore commands, nuclear aircraft carriers, amphibious assault ships, assault craft units, and DEOMI instructor billets.

d. Members are required to complete two full consecutive EOA tours (one sea and one shore). Office of the Chief of Naval Operations (OPNAV), Director, Navy Equal Opportunity Program Office (N134) has identified EOA billets requiring a second tour EOA. These billets will be filled by second tour EOAs regardless of sea/shore flow requirements. EOAs completing their first tours (who are not waived from second tour as noted in paragraph 1e) upon entering their negotiating window will be detailed to second tour requirements. If no second tour requirement exists, EOAs will be allowed to select another first tour EOA billet consistent with their sea/shore flow. If there

are no EOA billets available when the member is negotiating their second EOA tour, the member may be returned to his or her rating detailer for an in-rate assignment.

e. Navy Personnel Command (NAVPERSCOM) recognizes that some ratings possess critical training/NECs that will not normally allow those personnel to be released by rating detailers for two tours. Additionally, High Year Tenure (HYT) limits may preclude members from completing two tours. Personnel in these situations who are interested in serving a single tour as an EOA may have the second tour requirement waived by the Branch Head, Shore Special Programs Branch, NAVPERSCOM (PERS-4010). Personnel interested in this option should submit a NAVPERS 1306/7 Enlisted Personnel Action Report requesting detail as an EOA with a waiver from the second tour requirement. Members requesting such waiver should specify why they are unable to serve two tours (i.e., nuclear trained, normal sea tour in rate requirements for advancement eligibility, HYT date allows only one assignment, etc.).

f. When EOA applicants approach their projected rotation date (PRD) from non-EOA billets, the rating detailer will nominate them to NAVPERSCOM, EOA/NAVLEAD/CAAC Detailer (PERS-4010D1) for assignment to valid EOA requirements. Personnel interested in EOA duty are encouraged to request release to Special Programs for EOA duty via NAVPERS 1306/7 prior to entering their normal detailing window (10-12 months prior to PRD).

g. Personnel completing their second EOA tour who desire to remain in the EOA Program for a third tour should submit a NAVPERS 1306/7, via OPNAV (N134E) requesting such assignment. Personnel recommended for third tour assignment with endorsement of OPNAV (N134E) and approved by NAVPERSCOM, Enlisted Distribution Division (PERS-40) will be detailed only to billets identified as requiring second tour experience.

h. Tour lengths will be per rating sea/shore flow or Department of Defense area tour for overseas assignment.

## 2. Requirements/Qualifications

a. To be eligible for selection for an EOA assignment, members must be E-6 through E-9 and be interviewed by an EOA. If an EOA is not stationed within a reasonable commuting distance, contact OPNAV, EOA Community Manager (N134E) to

arrange for a telephone interview: Commercial (901) 874-4283/DSN 882-4283).

b. Complete section A and D of NAVPERS 1306/92, Special Program Screening.

c. Required obligated service (OBLISERV) for each EOA tour is 36 months.

3. **FORMS**

a. NAVPERS 1306/7 available at:

<http://www.public.navy.mil/BUPERS-NPC/REFERENCE/FORMS/NAVPERS/Pages/default.aspx>

b. NAVPERS 1306/92 available at:

<http://www.public.navy.mil/BUPERS-NPC/REFERENCE/FORMS/NAVPERS/Pages/default.aspx>