



DEPARTMENT OF THE NAVY
COMMANDER
NAVY REGION HAWAII
NAVAL SURFACE GROUP MIDDLE PACIFIC
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PREVENTION OF SEXUAL HARASSMENT POLICY

As Commander, I oppose any and all forms of sexual harassment in and/or affecting the work place. Sexual harassment is defined as a form of sex discrimination that involves unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature when:

- a. Submission to or rejection of such conduct is made, either implicitly or explicitly, a term or condition of a person's job, pay, or career; or
- b. Submission to or rejection of such conduct by a person is used as a basis for employment decisions; or
- c. Such conduct interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment.

Military and civilian supervisors are expected to concern themselves with more than their own behavior. They need to make it clear, in actions as well as words, that they care about how their employees treat one another. When allegations of sexual harassment occur, managers and supervisors must take immediate action to thoroughly and objectively investigate the complaint. Anyone found to have violated sexual harassment laws or policies shall be held appropriately accountable. Furthermore, appropriate administrative action will be taken against individuals who retaliate against personnel who report incidents of sexual harassment. On the other hand, because sexual harassment allegations are very serious matters, anyone who knowingly makes a false allegation of sexual harassment could be held accountable as well.

Although it is not a requirement, I highly encourage individuals who are sexually harassed to make it clear to the offender that their behavior is offensive and must stop. If you are not comfortable confronting the offender, there are other avenues of redress available to you including: addressing the issue informally through the chain of command; utilizing either the Administrative or Negotiated Grievance procedure; using the Discrimination Complaints Process (EEO/EO); or contacting the Department of the Navy's Equal Opportunity Advice Line at 1-800-253-0931.

As the work force is reduced and agency budgets decrease, there is no corner of the government wherein the nation can afford to tolerate conduct that diminishes productivity, erodes morale, and directly conflicts with the standards of ethical behavior demanded of all DON personnel. Sexual harassment makes victims of us all.

I expect every uniformed and civilian assigned personnel to support our command's sexual harassment policy. Concerns or questions regarding this policy may be addressed to any member of your chain of command, up through and including me. Other available points of contact include the Region Equal Opportunity Advisor, the Staff Judge Advocate, or the Human Resources Office.

A handwritten signature in black ink, appearing to read "B. P. Fort", is located at the bottom center of the page.

B. P. FORT