



DEPARTMENT OF THE NAVY
U.S. FLEET FORCES COMMAND
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U.S. FLEET FORCES COMMAND ANTI-HARASSMENT POLICY STATEMENT

1. I am personally and professionally committed to maintaining a work environment free of harassment. Maintaining a positive and harassment-free workplace is essential to mission accomplishment and requires an all-hands effort.
2. Harassment is any unwelcome verbal or physical conduct demonstrated based on race, color, religion, sex, national origin, genetic information (including family medical history), age (40 and over), sexual orientation, disability, or retaliation which is so severe or pervasive that it interferes with an individual's performance and creates an intimidating, hostile, or offensive working environment. Harassing behavior can include, but is not limited to epithets, slurs, jokes, name-calling, obscene gestures and sounds, obscene, vulgar, or abusive language, threatening, intimidating or hostile acts, physical assault, and written or graphic material on Department of the Navy premises or circulated in the workplace, including electronically.
3. Sexual Harassment is defined as any repeated or unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
 - a. Submission to such conduct is made either explicitly or implicitly a term of, or condition of, an individual's employment.
 - b. Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual.
 - c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive work environment.
4. Employees who believe they are being harassed are encouraged, but not required, to make it clear to the offender that such behavior is offensive, unwelcome, and must stop immediately. Employees should report inappropriate behavior to their chain of command. Anyone who observes or is made aware of possible harassment has an obligation to immediately report it to an appropriate supervisor.
5. It is my policy to protect any individual who reports actual or suspected incidents of harassment from retaliation. Managers who become aware of harassment have a duty to take all necessary investigatory and corrective actions and to protect privacy rights of individuals as required.
6. The U.S. Fleet Forces Command point of contact for military personnel is the Command Managed Equal Opportunity Advisor, whose number can be found in the Plan of the Week. The point of contact for civilian personnel is Mr. Sean Knight, who can be reached at: (757) 396-2221, or personnel can use the Equal Employment Opportunity hotline at: (757) 396-7888. In addition, the Navy's Equal Opportunity/Sexual Harassment Advice Line is 1-800-253-0931.

K. O. THOMAS