



29 April 2024

**DIRECTOR, NAVY WARFARE DEVELOPMENT CENTER  
ANTI-HARASSMENT POLICY STATEMENT**

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As the Equal Employment Opportunity/Equal Opportunity (EEO/EO) Officer for Navy Warfare Development Center, 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 success and requires an all hands effort. I will not tolerate harassment, sexual or otherwise, demonstrated on the basis of race, color, religion, sex, national origin, genetic information, age, disability, sexual orientation, gender identity, or retaliation.

Harassment is any unwelcome verbal or physical conduct, which is so severe or pervasive that it interferes with an individual's performance and creates an intimidating, hostile, or offensive working environment. This prohibition against harassment applies to everyone in the workplace, to include supervisors, co-workers, and non-employees.

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:

- Submission to such conduct is made either explicitly or implicitly a term of, or condition of, a person's job, pay, or career; or,
- Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or
- 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.

Employees who believe they are being harassed should make it clear to the offender that such behavior is offensive, unwelcome, and must stop immediately. Anyone who observes or is made aware of possible harassment has an obligation to immediately report it to an appropriate supervisor.

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.

Civilian personnel may seek assistance with EEO issues from the Administrative Officer, Mr. Winston Garvey, at (757) 341-4336 or Fleet Forces EEO Center of Excellence at (757) 396-7888. Service members may seek assistance with EO issues from the Command Managed Equal Opportunity Manager, LCDR Jessica Newman, at (757) 341-4013 or YN1 Ashley Pye, Assistant Command Managed Equal Opportunity Assistant Manager, at (757) 341-4439. The Navy's Sexual Harassment Advice Line is 1-800-253-0931.

A handwritten signature in black ink, appearing to read "M.R. Durkin", is positioned above the printed name.

MICHAEL R. DURKIN