



DEPARTMENT OF THE NAVY

NAVAL HOSPITAL
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**COMMANDING OFFICER'S
PREVENTION OF REPRISAL POLICY**

As the Commanding Officer, I want to express my personal commitment toward eliminating all forms of reprisal. According to the United States Code, Title 10, Section 1034, reprisal is "taking or threatening to take an unfavorable personnel action or withholding or threatening to withhold a favorable personnel action against a military member for making or preparing a protected disclosure." In other words, all Naval Hospital Oak Harbor staff members have the right to present a legitimate grievance, and any action taken that affects or has the potential to affect their current position or career is illegal.

I firmly intend to ensure compliance with the law on reprisal. From the moment a formal grievance is filed, a command representative will be appointed to protect the Naval Hospital Oak Harbor staff member from reprisal. If a reprisal is reported, this command will aggressively investigate to determine its validity and take prompt action.

The success of Navy policies like Equal Employment Opportunity and Prevention of Sexual Harassment depend on eliminating the fear of reprisal. Our ability to accomplish the command's mission requires that we be vigilant to the fear of reprisal. We must work together to build an environment of trust. All staff at Naval Hospital Oak Harbor must clearly understand that there is zero tolerance for reprisal.


J. A. THRALLS