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5300
CS
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From: Commanding Officer, Navy and Marine Corps Public Health Center

Subj: SEXUAL HARASSMENT POLICY STATEMENT

Ref: (a) OPNAVINST 5354.1F CH-1
(b) SECNAVINST 5300.26D

1. Per reference (a), I am committed to keeping our workplace free of any form of sexual harassment.

2. Sexual harassment is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal comments, gestures, or physical contact of a sexual nature in a work or work-related environment when:

a. Submission to the conduct is made either explicitly or implicitly a term or condition of employment.

b. Submission to or rejection of the conduct by the individual is used as a basis for employment decisions affecting the individual.

c. The conduct has the purpose or effect of interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

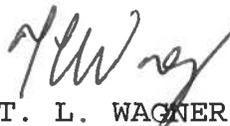
3. A victim should make it clear to the offender that such behavior is offensive and unwanted, and report incidents to the appropriate supervisor. When offenders are advised that an action or conduct not clearly in the line of duty is unwelcome, they will immediately stop that behavior. Continuation of such behavior should be reported through the chain of command. Supervisors are directed to take swift, fair and effective action including educating offenders on the seriousness of sexual harassment. Offenders are subject to appropriate disciplinary action.

4. Staff members are individually responsible for understanding, embracing, and fully supporting this policy. As

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Commanding Officer, I expect full cooperation at every level to ensure that sexual harassment not be tolerated at this command.

5. Victims of sexual harassment should report incidents to their supervisors; there will be ZERO tolerance for reprisal if grievances are submitted. The appropriate official will examine the matter and take actions necessary to ensure a work environment free of sexual harassment.



T. L. WAGNER

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