NBPL Commanding Officer's Policy Statements

Drug and Alcohol Abuse

Reference: OPNAVINST 5350.4C

Zero Tolerance is Navy's policy for use of illegal drugs and for alcohol abuse. The abuse of drugs and alcohol can seriously damage physical and mental health and jeopardize your safety and the safety of others. Personnel will be held fully accountable for their personal activities relating to drug and alcohol abuse.

Driving under the influence is a serious offense and demonstrates a substantial failure in judgment, behavior, and a lack of personal responsibility that will have serious personal and professional consequences. Drug abuse will result in mandatory processing under MILPERSMAN.

Anyone concerned about their personal use of drugs or alcohol, or that of others with whom they work, should seek help from the Command Drug and Alcohol Program Advisor (DAPA). Alcohol education is also available through the DAPA for those who are unsure of the effects of alcohol use.

Environmental

Reference: DODINST 4715.17

We are dedicated to enabling and sustaining Fleet, Fighter, and Family readiness through consistent, standardized, and reliable shore support while preserving the critical resources necessary to secure the future of our forces. We are an extension of our fleet's warfighting capabilities. Throughout the span of our activities, we consider environmental stewardship an integral part of our mission. In recognition of this, we commit to:

--Adhere with applicable federal, state, and local environmental regulations, Department of Defense, and Navy policies;

--Ensure this Policy is communicated to all military and civilian personnel, and contractors to encourage continual improvement within the installation.

--Adhere to continual process improvement and prevention of pollution.

Fraternization

Reference: OPNAVINST 5370.2C

Fraternization is the term used to identify personal relationships which disregard the customary bounds of acceptable senior-subordinate relationships.

-- Personal relationships between officer and enlisted members which are unduly familiar and do not respect differences in rank and grade are prohibited and violate long-standing custom and tradition of the Naval Service.

-- When prejudicial to good order or of a nature to bring discredit on the Naval Service, personal relationships between officer members or between enlisted members which are unduly familiar and do not respect differences in grade or rank are prohibited.

-- Personal relationships between Chief Petty Officers (E7-E9) and junior personnel (E1-E6), assigned to the same command, which are unduly familiar and do not respect differences in grade or rank are prohibited.

Proper social interaction and appropriate relationships are an important part of unit morale and esprit de corps. Participation in unit sport teams and other command-sponsored events provide healthy and appropriate interaction. However, dating, shared living accommodations, intimacy, private business partnerships, gambling, and borrowing money, in violation of the above stated policy, are unduly familiar and are prohibited.

Violators and those who condone such behavior are subject to disciplinary action under the UCMJ and/or administrative action.

Safety

Reference: OPNAVINST 5100.23G

Safety is an All Hands responsibility and YOU are our first line of defense. If you see something that doesn't look right, take action and report it immediately so that the situation can be corrected and mishaps prevented. We must all practice Operational Risk Management (ORM) both on and off duty. More safety-related information is available at the Naval Safety Center website:

http://safetycenter.navy.mil/default.htm

Equal Opportunity / Sexual Harassment

Reference: OPNAVINST 5354.1F

Equal Opportunity (EO) is a fundamental element of Naval Service, and shall be afforded to all on the basis of individual efforts, performance, conduct, diligence, potential, capabilities, and talents without discrimination as to race, color, religion, creed, sex, or national origin.

Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors and other verbal or physical acts of a sexual nature such that submission or rejection impacts a person's job, pay, or career; can interfere with work performance; or creates an intimidating, hostile, or offensive working environment.

All NBPL personnel shall demonstrate a strong commitment to Navy EO policies, and the prevention of sexual harassment.

Hazing

Reference: SECNAVINST 1610.2A

Hazing can include, but is not limited to: striking, taping, painting, "pinning", or "tacking on"—activities which can be cruel, abusive, humiliating, oppressive, demeaning, or harmful. Every member of the Naval Service must be afforded the opportunity to be a productive and contributing member free of hazing and its ill effects. Hazing is not part of our time-honored traditions, and will not be tolerated in the Navy.

All NBPL personnel are responsible for their personal behavior at all times and are required to enforce all Navy policies. No individual shall take reprisal action against a person who provides information concerning a violation of any Navy policy per SECNAVINST 5357.7C. All NBPL personnel have a responsibility to ensure our work environment is free from all forms of sexual harassment, discrimination, fraternization and hazing, and for demonstrating a strong commitment to safety and to the Navy's Zero Tolerance policy for drug and alcohol abuse. Further guidance is available in the references identified [illegible] and through your chain of command.

y F Adams

13 JULY 2011