

COMMANDER'S POLICY STATEMENT ON SEXUAL HARASSMENT

15 December 2009

Sexual harassment is a form of discrimination that is demeaning, unprofessional, and clearly prejudicial to good order and discipline. I will not tolerate any forms of sexual harassment by or against personnel assigned to Navy Region Europe, Africa, Southwest Asia. I will enforce this stringent policy at all times and, when necessary, take decisive action against such conduct.

We will cultivate a military and civilian work force environment of equal opportunity that values individual and cultural differences, encourages personal development in an atmosphere of teamwork and mutual support, and treats every person with trust, respect, and dignity.

As your Commander, I am responsible for providing training on sexual harassment; disseminating and publishing command policy against sexual harassment, including the zero tolerance policy; ensuring that grievance procedures are known, understood, and complied with; initiating prompt investigation and timely action on any complaints of sexual harassment; and protecting from reprisal members who make or prepare a complaint of discrimination or sexual harassment.

A work place truly free of sexual harassment is the minimum acceptable level of conduct at my command. I have established and will maintain a command climate that does not tolerate deviations from Navy policy on sexual harassment at any level in the chain of command. Every person in a leadership position, officer, enlisted, and civilian, is responsible for ensuring that any instance of sexual harassment is dealt with promptly, effectively, and with sensitivity. Substantiated complaints, as well as false accusations, will result in swift and appropriate administrative and/or disciplinary action. Any substantiated attempt at reprisal will, likewise, not be tolerated.



**D. J. MERCER
Rear Admiral, U.S. Navy
Commander, Navy Region Europe,
Africa, Southwest Asia**

COMMANDER'S POLICY STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITY

15 December 2009

As Commander, it is imperative that I convey my personal commitment to the principles of Equal Employment Opportunity. I consider each of you an essential member of the Navy Region Europe, Africa, Southwest Asia team. It is my responsibility to ensure that you are provided a healthy and supportive work environment which offers you the opportunity to excel, to feel comfortable in communication, and to be treated with respect and dignity, free from any form of prohibited discrimination. This environment will encourage you to seek better ways to conduct business and will afford us the ability to shape the future of the Navy's shore capabilities. We cannot operate in an environment where individuals choose to deny opportunities to anyone because of their race, color, religion, gender, national origin, age, physical or mental disability, or sexual orientation. I will not tolerate such behavior in this Command.

We continually strive to achieve a workforce that reflects the cultural and ethnic diversity of our nation. I pledge to continue this commitment to increase our representation of minorities and females in those areas where they are experiencing less than full participation. Further, I pledge my support of Navy's focus on the Targeted Disabled and Hispanic communities. To the extent that we recruit to expand our resources, it is essential that we do so from an Enterprise perspective, driven by cost effectiveness and the desire to enhance opportunities to improve our diversity.

Our EEO Offices must always prove accessible to those who seek assistance. Complaints must be promptly counseled and investigated. As perception drives miscommunication and misunderstanding, it is equally important that our managers and supervisors address issues arising from complaints directly, promptly and forthrightly. To that end, I fully support the Department of Navy Alternative Dispute Resolution (ADR) Program. ADR provides us with the forum to resolve workplace disputes creatively, efficiently, and effectively.

The Civil Rights Act of 1964, as amended, requires a workplace free from discrimination. Navy core values demand that we be fair and equitable in all that we do. Transparency in our work place processes provides the accountability essential to a work environment free from illegal discrimination. When we adopt basic EEO principles as part of our daily routine, we demonstrate that responsibility. It's simply good business! As your Commander, I will energetically promote these principles. As members of the CNREURAFSWA team, I expect each of you will join me in doing the same.



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