



DEPARTMENT OF THE NAVY  
COMMANDER NAVY REGION SOUTHEAST  
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COMMANDER NAVY REGION SOUTHEAST  
POLICY STATEMENT FOR THE PREVENTION OF DISCRIMINATION AND  
SEXUAL HARASSMENT

The following policy statement is my commitment to a work place free of discrimination and sexual harassment.

Discrimination is an act, policy, or procedure that arbitrarily denies equal treatment to an individual because of race, age, disability, ethnicity, national origin, sex or religion.

Sexual Harassment occurs when a person in a supervisory or command position uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay or job of a service member or civilian employee. Similarly, any Department of the Navy personnel who makes deliberate unwelcome verbal comments, gestures or physical contact of a sexual nature is also engaging in sexual harassment. No individual shall:

1. Commit unlawful discrimination or sexual harassment.
2. Take reprisal against a person who provides information on an incident, to include the wrongful threatening or taking of unfavorable action against another, or withholding favorable action from another, solely based in response to a report of discrimination or sexual harassment.
3. Knowingly making a false accusation of discrimination or sexual harassment.
4. While in a supervisory or command position condone or ignore discrimination or sexual harassment of which he or she has knowledge or should have knowledge.

These rules are regulatory orders, apply to all Department of the Navy personnel individually without further implementation, and may be enforced through punitive, disciplinary, or administrative action under military or civilian systems, including punishment for violation of a lawful order under UCMJ article 92. All DON personnel, military and civilian, will be provided a work environment free from unlawful discrimination and sexual harassment. If an incident occurs, the Command Equal Opportunity Advisor, Command Managed Equal Opportunity Officer, Command Master Chief, Staff Judge Advocate, and the direct chain of command will be available to answer any questions on this process.

The prevention of discrimination and sexual harassment exemplifies the Department of the Navy's goals to uphold the highest standards of leadership and personal conduct. I expect every military and civilian member of this command to support this policy to achieve an environment free from all forms of unlawful discrimination and sexual harassment. The grievance procedure system requires the absolute confidence of those who must use it; therefore, reprisal action will not be tolerated. Any complaint of reprisal action against a person who uses the grievance system will be dealt with expeditiously, and the offenders will be awarded the maximum punishment possible.

  
J. C. SCORBY, JR.