



DEPARTMENT OF THE NAVY
COMMANDER US NAVAL FORCES JAPAN
COMMANDER NAVY REGION JAPAN
PSC 473 BOX 12
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THE PREVENTION OF SEXUAL HARASSMENT POLICY STATEMENT

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

As Commander, U.S. Naval Forces Japan, Navy Region Japan, I am dedicated to creating a working environment where everyone is treated with dignity, respect, and fairness. To accomplish our mission, the workplace must be free from any form of sexual harassment. Such behavior impairs productivity and affects morale, readiness, and teamwork; all of which are vital for the success of the Navy's mission.

Sexual harassment is a form of discrimination and is prohibited under references (a) and (b). This includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when such conduct unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment. Using such conduct as the basis for career or employment decisions is also prohibited. Individuals who believe they have been sexually harassed are encouraged to directly confront the offensive conduct or report the incident to the appropriate level in the chain of command, or a designated civilian/military equal opportunity official. Such complaints will be investigated and resolved promptly and decisively. I will not tolerate acts of reprisal, retaliation, intimidation or further acts of harassment. Leaders who fail to take appropriate action to eliminate sexual harassment or who tolerate such conduct will be held accountable for contributing to the hostile environment.

I expect each of you, military and civilian alike, to enforce this policy and I expect everyone to support each other to ensure that our organization is a model of fair and professional treatment.


M. J. CARTER