



**DEPARTMENT OF THE NAVY**

NAVAL AIR STATION  
JOINT RESERVE BASE  
400 RUSSELL AVE  
NEW ORLEANS LA 70143-5012

IN REPLY REFER TO:  
5354

Ser N1/045  
30 Jan 14

From: Commanding Officer, Naval Air Station, Joint Reserve Base,  
New Orleans  
To: All Naval Air Station, Joint Reserve Base, New Orleans  
Personnel

Subj: MILITARY PERSONNEL EQUAL OPPORTUNITY AND SEXUAL HARASSMENT  
POLICY STATEMENT

Ref: (a) DOD Directive 1350.2 of 18 Aug 95  
(b) SECNAVINST 5350.16A  
(c) SECNAVINST 5300.26D  
(d) OPNAVINST 5354.1F  
(e) U.S. Navy Regulations, 1990  
(f) DOD Directive 1325.6 of 1 Oct 96  
(g) SECNAVINST 5370.7C

1. As stated in references (a) through (d), it is Department of Defense and Department of the Navy policy to prohibit unlawful discrimination against persons or groups based on race, color, national origin, sex or religion and to prohibit sexual harassment. Service members shall be evaluated only on individual merit, fitness and capability. All Service members are entitled to an environment free from personal, social or institutional barriers that prevent service members from rising to the highest level of responsibility possible.

2. Sexual harassment as defined in enclosure (1) of reference (d), including same-sex sexual harassment, falls under this instruction, and such complaints shall be processed per enclosure (5) of reference (d).

3. Discrimination based on sexual orientation is unacceptable and shall be dealt with through command or inspector general channels.

4. As stated in references (e) and (f), article 1167, Navy personnel are prohibited from participating in organizations that support supremacist causes.

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Attempting to create illegal discrimination, encouraging force or violence or otherwise engaging in efforts to deprive others of their civil rights is prohibited. Participating in public demonstrations or rallying, fundraising, recruiting for, training members and organizing and leading such organizations are prohibited.

5. This policy and the prohibition of unlawful discrimination, Sexual Harassment and supremacist activities found in reference (e), articles 1164, 1166 and 1167, are lawful general orders effective without further implementation. Violation of this policy subjects involved members to disciplinary action under the UCMJ, or in the case of civilian employees, may result in disciplinary action.

6. No individual in the Navy organization shall:

a. Take reprisal action, as defined in enclosure (1) of reference (d) and reference (g), against a person who provides information on an incident of alleged unlawful discrimination or Sexual Harassment. Reprisals are prohibited under this instruction regardless of who originates the reprisal action.

b. Knowingly make a false accusation of unlawful discrimination or sexual harassment.

c. While in a supervisory or command position, condone or ignore unlawful discrimination or sexual harassment of which individuals have knowledge or have reason to have knowledge.

7. If you believe that you have been discriminated against, sexually harassed, or are offended by inappropriate behavior, you should immediately address your concerns with the perpetrator, promptly notify your supervisor, or contact the Command Managed Equal Opportunity office at 504-678-3106.

  
S. R. GOOTEE