DEPARTMENT OF THE NAVY
COMMANDER, FLEET ACTIVITIES, YOKOSUKA
PSC 473 BOX 1
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DISCRIMINATION AND SEXUAL HARASSMENT POLICY STATEMENT

As the Commander, Fleet Activities (COMFLEACT), Yokosuka, it is my responsibility to ensure all personnel at COMFLEACT, Yokosuka are provided with a work environment free from discrimination and sexual harassment.

Discrimination is an act, policy or procedure that arbitrarily denies equal treatment to an individual or group of individuals because of race, color, religion, gender, age, national origin, disabling condition or ethnicity. Sexual harassment is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature. In cases of sexual harassment, the submission to such conduct is made either explicitly or implicitly, a term or condition of a person's job, pay or career.

Discrimination and sexual harassment are violations of the law and will not be tolerated at COMFLEACT, Yokosuka. Discrimination and sexual harassment interfere with an individual's job performance and create an intimidating, hostile or offensive work environment that has a negative impact on employee morale and COMFLEACT, Yokosuka's mission and makes a mockery of our core values of Honor, Courage and Commitment.

I am committed to the Navy's zero tolerance of discrimination and sexual harassment. Sound leadership sets a good example of professional work place ethics and conduct. Leadership and professionalism are the essential ingredients in preventing and eliminating discrimination and sexual harassment. Therefore, I hold all managers, supervisors, Navy personnel, U.S. Civil Service and Japanese National employees accountable for fostering a climate free of discrimination and sexual harassment. Anyone violating this policy guidance will be disciplined to the extent necessary to correct the misconduct.

Employees, or applicants who perceive they are victims of discrimination or sexual harassment, are encouraged to use informal measures to resolve the situation at the lowest level in the chain of command. If informal measures and the use of the chain of command are unsuccessful in resolving the situation, civilian employees have the right to file a formal complaint with the servicing Human Resources Office. Military members will use the Navy grievance procedures, Uniform Code of Military Justice or Request Mast.

I count on each of you to act professionally and ensure that discrimination and sexual harassment do not occur at Fleet Activities, Yokosuka.

G. J. CORNISH