



DEPARTMENT OF THE NAVY
UNITED STATES NAVAL ACADEMY
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Superintendent's Policy on Sexual Harassment

As Superintendent of the United States Naval Academy, I am committed to fostering an environment free from sexual harassment and hostile work environments. All personnel are responsible for preventing sexual harassment and taking appropriate corrective actions to address any reported incidents.

Our organization is comprised of different demographics who work together to accomplish the mission. Each member here is entitled to be treated with dignity and respect and to work in an environment free from sexual harassment. Sexual harassment is highly demeaning and reduces the efficiency of our organization, team cohesion, and mission readiness. We must address and report conduct that is unacceptable and ensure corrective action is promptly taken.

Incidents of sexual harassment cover a wide range of behaviors, from verbal comments to physical acts, and can be subtle or overt. No person at USNA shall commit sexual harassment or take reprisal actions against an individual who makes a report. Any employee who encounters or is a witness to offensive behavior is encouraged to intervene if possible or report such behavior to the appropriate point of contact. Reprisal actions against any individual who makes a report is prohibited.

All members of the Naval Academy team will set the proper example of the highest ethical standards throughout the institution, on and off duty. And as such, every member of our team must actively work to eliminate sexual harassment at all times.

I am counting on each of you to join me in supporting these principles and stamping out sexual harassment in our workplace and in our Navy.

A handwritten signature in cursive script that reads "Sean J. Buck".

S. S. BUCK
Vice Admiral, U. S. Navy
Superintendent