



DEPARTMENT OF THE NAVY
UNITED STATES NAVAL ACADEMY
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April 28, 2021

Workplace Anti-Harassment Policy

At the United States Naval Academy (USNA), it is our policy to ensure a work environment for all employees that is free from discrimination and harassment (both sexual and non-sexual). USNA personnel are responsible for acting professionally, not participating in harassing conduct, and promptly reporting such conduct.

Harassment is behavior that is unwelcome or offensive to a reasonable person and that creates conditions that interfere with work performance or creates an intimidating, hostile, or offensive work environment.

This policy strives to prevent harassing conduct from reoccurring or to eliminate harassment before it becomes severe or pervasive enough to violate the law. Harassment is unwelcome verbal or physical conduct that is based on race, color, religion, sex (including pregnancy, sexual orientation and gender identity), national origin, age (40 or older), disability or genetic information, or retaliation for previous EEO activity.

Petty slights, annoyances, and isolated incidents (unless extremely serious) will not rise to the level of illegality. Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets or name-calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance. Such conduct will not be tolerated in the workplace regardless of the means of delivery. This includes but is not limited to, verbal communication, electronic mail, text messaging, or any other form of written or electronic communication.

Every individual who encounters harassment should report the incident immediately through appropriate channels. Every leader is required to ensure that each instance of harassment is dealt with swiftly, fairly, and effectively. Leaders, managers and supervisors will ensure that employees who report harassment are not subjected to reprisal or retaliation.

Our work place must be free of intimidation, hostility, and offensive behavior, and all personnel must be treated with dignity and respect. All USNA employees are expected to support our commitment to a positive workplace environment, and ensure that inappropriate conduct does not occur.

A handwritten signature in cursive script, reading "Sean S. Buck".

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