



DEPARTMENT OF THE NAVY
UNITED STATES NAVAL ACADEMY
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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). Incidents of harassment reported in the media have detailed countless stories of the destructive impact that harassment can have on individuals, their work environments, and organizational reputations. Harassment based upon race, color, religion, sex, national origin, age, disability, genetic information, reprisal for protected activity, or any other impermissible basis is prohibited and will not be tolerated.

Harassment includes, but is not limited to any unwelcome verbal or physical conduct that has the effect of improperly interfering with a person's work performance or creates an intimidating, offensive, or hostile environment. Harassing behavior can include, but is not limited to epithets; slurs; jokes; name calling; obscene gestures or sounds; obscene, vulgar, or abusive language; threatening, intimidating, or hostile acts; physical assault; and written or graphic material on DON premises, or circulated in the workplace, including electronically.

Every individual who encounters workplace 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. Further, all leaders, military and civilian personnel, are expected to maintain a positive command climate of mutual respect and confidence. USNA will not tolerate adverse treatment of employees because they report harassing conduct or provide information related to such complaints.

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.

This policy is separate and apart from any administrative, negotiated grievance, or statutory complaint process that covers allegations of harassment, such as the Equal Employment Opportunity complaint process. This policy has my strongest personal interest and all Naval Academy personnel must comply.

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

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