

8 May 2020

**COMMANDER
NAVY REGION EUROPE, AFRICA, CENTRAL
ANTI-HARASSMENT POLICY STATEMENT**

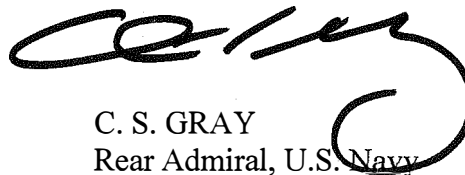
I am deeply committed to preventing and eliminating all forms of harassment. I expect all leaders, managers and supervisors to promote an environment of respect and dignity for all members of our team, to include Sailors, civilians, contractors and family members.

Harassment is a form of illegal discrimination based on: race, color, national origin, sex (including sexual harassment, sexual orientation, gender stereotyping, and pregnancy), religion, age (40 years of age or older), disability (physical and/or mental), genetic information, or retaliation for participating in protected activity. Harassment can be unwelcome verbal or physical conduct that is so offensive as to alter the conditions of employment; or when such conduct is sufficiently severe or pervasive to create a hostile, intimidating, or offensive work environment. Harassment or discrimination will not be tolerated within the Region, including retaliation toward employees who report alleged harassing behavior or assist in any inquiry regarding allegations of harassment. I expect every member of the team to support this policy.

All Navy employees have a responsibility to conduct themselves in a way that ensures our workplace remains free from abuse, offensive behavior, bullying, prejudice, discrimination and victimization. Engaging in deliberate or discriminatory workplace harassment is prohibited behavior within Commander, Navy Region Europe, Africa, Central (CNREURAFCENT) and the Navy. Those found in violation of this policy will be subject to appropriate disciplinary action. I charge all leaders, managers and supervisors with maintaining an environment free of workplace harassment. They are required to thoroughly investigate all allegations of harassment brought to their attention, whether through report or observation, and promptly and effectively correcting harassing behavior.

Individuals who believe they have been subject to, or have witnessed, any form of harassment should promptly report the misconduct to their supervisor (if not the alleged harasser) or to the Equal Opportunity Officer (EEO) Office. Leaders, managers and supervisors will ensure that employees who report harassment are not subject to reprisal for exercising their protected activity. Reprisal refers to prohibited acts of retaliation against those who file EEO complaints or who otherwise participate in the EEO process as representatives, witnesses, investigators, counselors, or program officials.

Individuals who believe they have been subject to harassment have the right to initiate an EEO complaint within 45 calendar days of the alleged discriminatory incident. For more information please contact the CNREURAFCENT EEO Office at DSN: 314-626-5522 or COMM: +39-081-568-5522.



C. S. GRAY
Rear Admiral, U.S. Navy