



17 July 2023

ANTI-HARASSMENT POLICY STATEMENT

I am deeply committed to preventing and eliminating all forms of harassment. I am determined to maintain a harassment-free and respectful workplace. Workplace harassment can be based upon race, color, religion, sex (including sexual harassment, sexual orientation, and gender identity), genetic information, national origin, age (40 years and over), or disability (mental or physical). Harassment or discrimination in any form will not be tolerated or accepted within U.S. Naval Support Activity (NAVSUPACT), Naples, Italy. I expect all leaders, managers, and supervisors to provide an environment of respect and dignity for all members of our team, to include Sailors, civilian, contractors, and family members.

Workplace and discriminatory harassment impacts the Navy's most valuable resource: our people. Sailors and employees cannot perform at their best while working in a hostile environment. Each and every Navy employee has a responsibility for their own behavior, to contribute to and ensure that our workplace is free from abuse, offensive behavior, bullying, prejudice, discrimination, and victimization. Engaging in deliberate or discriminatory workplace harassment is prohibited behavior within NAVSUPACT Naples and the Navy, and is subject to appropriate disciplinary action. I expect every member of the team to support this anti-harassment policy. I particularly charge all leaders, managers, and supervisors with maintaining an environment free of workplace harassment and thoroughly investigating all allegations of harassment brought to their attention.

Individuals who believe they have been subjected to, or have been a witness to, any form of harassment should promptly report the misconduct preferably to an appropriate management official or to the Equal Employment Opportunity (EEO) Officer. Leaders, managers, and supervisors will ensure that employees who report harassment are not subjected 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 subjected to harassment because of their race, color, religion, sex (including sexual harassment, sexual orientation, and gender identity), genetic information, national origin, age (40 years and over), or disability (mental or physical) have the right to initiate an EEO complaint within 45 days of the alleged discriminatory incident.

Respectful and clear communications and interactions are the best ways to eliminate harassment in the workplace.

J. L. RANDAZZO