



17 July 2023

Team Naples,

We have a fantastic team here, built on a foundation of mutual respect, hard work, and personal accountability. Each of you is a key component of that team, whether military or civilian and regardless of your rank or service affiliation. I call upon each of you to step up as leaders to eliminate irresponsible and destructive behaviors that detract from our unity and ability to accomplish our mission.

Incidents involving the abuse of alcohol, hazing, discrimination, sexual harassment, or sexual assault degrade our morale and deeply affect our community. We must drive the number of incidents to zero. We must step outside our personal comfort zones and engage those that are faltering or in need. I pledge to support you, and to empower you with the information, training, and opportunity to achieve your very best. In return I must ask: "Will you pledge to become more actively engaged? Will you strive to eliminate poor decision making, disrespectful behavior, and criminal conduct in others? Will you **intervene early and intervene often when it is safe to do so for the safety and wellbeing of your co-workers, friends and neighbors?**" Please join me in making U.S. Naval Support Activity (NAVSUPPACT), Naples, Italy, the very best it can be!

J. L. RANDAZZO
CAPT USN

NAVSUPPACT Naples, Italy, Policy Statement Pledge

I am familiar with and understand the Commanding Officer's expectations as expressed in his policy statements. Accordingly, I hereby pledge to adhere to and intervene on behalf of those policies. More specifically, I pledge that:

Alcohol: I will consume alcohol responsibly. I will support responsible drinking by others and respect those who choose not to drink. I will never pressure others to drink and will encourage alternatives when I encounter situations that I believe demonstrate irresponsible drinking. Additionally, I understand that if someone abuses alcohol, they may need specialized training or treatment. Therefore, I will not enable continued abuse by helping cover up the problem, and I will bring the issue to the command's attention.

Equal Opportunity, Hazing, and Sexual Harassment: I will not tolerate discriminatory behavior, sexual harassment, hazing or domestic abuse. I understand that outside intervention is often required to break these patterns of abusive behavior. Therefore, I will actively step in, when it is safe to do so, and follow-up with appropriate notification to authorities. I will respect the basic dignity of all individuals in and out of the workplace and accept no less from my shipmates.

Sexual Assault: I will not engage in any sexual activity without clearly receiving consent and I will ask if I am unsure. I understand that sexual assault is sexual contact characterized by the use of force, threats, intimidation, or abuse of authority or when the person does not or cannot consent. I understand that a person may be incapable of consenting when impaired by alcohol or drugs. I understand that consent can be withdrawn at any time. In order to prevent sexual assault, I will intervene when safe to do so or seek assistance when I see signs of coercion, disrespectful behavior, unwanted violation of personal boundaries, and poor decision making due to intoxication.

I pledge to intervene early and intervene often in support of the Commanding Officer's policies and for the health and wellbeing of my friends, neighbors, and co-workers!

(Member's Signature)

(Date)