



DEPARTMENT OF THE NAVY
COMMANDER, FLEET ACTIVITIES, OKINAWA
PSC 480 BOX 1100
FLEET POST OFFICE AP 96370-1100

5354
N00
2 Nov 10

From: Commander, Fleet Activities, Okinawa
To: All Hands

Subj: PREVENTION OF SEXUAL HARASSMENT POLICY

Ref: (a) SECNAVINST 5300.26D
(b) OPNAVINST 5354.1F

1. Prevention of sexual harassment is a leadership issue and a command responsibility. I am dedicated to creating a working environment where each of you will be treated with dignity, respect, and fairness and have no tolerance for any form of sexual harassment.
2. Sexual harassment is a form of discrimination and prohibited under references (a) and (b). This includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when such conduct unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment. Sexual harassment is also exemplified when submission to or rejection of sexual advances becomes the basis for career or employment decisions. Any person in authority who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a military member or civilian employee, is engaging in sexual harassment.
3. Individuals who have been sexually harassed may either directly confront the person engaging in the offensive conduct or report the incident to the chain-of-command or designated Equal Opportunity official. Complaints will be investigated and resolved promptly and decisively.
4. Our people must feel free to bring these incidents to light without fear. I will not tolerate acts of reprisal, retaliation, intimidation or further acts of harassment directed against victims or witnesses. I expect your full support in ensuring a command climate where sexual harassment is neither tolerated nor ignored.



R. W. WEATHERS