



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

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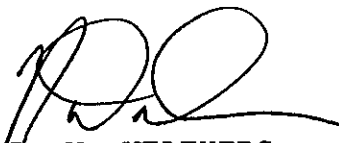
From: Commander, Fleet Activities, Okinawa
To: All Hands

Subj: COMMAND POLICY ON REPRISALS AGAINST INDIVIDUALS
SUBMITTING GRIEVANCES

1. Reprisals directed against anyone inside or outside this command who has filed or is contemplating filing a grievance involving CFAO, will not be tolerated. The grievance system allows Navy personnel an avenue for receiving fair consideration of any complaints they may have, and the effectiveness of the system is dependent on the trust and confidence of the personnel who utilize it. Any act of reprisal is a serious violation of Navy Policy, the Uniform Code of Military Justice and our Core Values. Anyone guilty of reprisal will be held fully accountable.

2. Reduction in fitness reports/evaluation marks, unequal watch standing duties, or increased work assignments are examples of reprisal. More severe reprisals may include withholding recommendations for advancement, retention, or choice assignments. These actions cannot be tolerated, either actively or tacitly. CFAO personnel must immediately bring to the attention of the chain of command any suspected acts of reprisal.

3. It is the responsibility of every member of this command to ensure necessary trust and confidence exists to maintain an effective grievance system. Managers and supervisors must actively monitor the performance and evaluations of personnel who have initiated grievances in accordance with Navy procedure. If you have questions regarding this policy, seek advice immediately from your supervisor, Staff Judge Advocate, the Command Master Chief, or the Command Equal Opportunity Advisor - or me.


R. W. WEATHERS