



DEPARTMENT OF THE NAVY

COMMANDER FLEET ACTIVITIES
SASEBO, JAPAN
PSC 476 BOX 1
FPO AP 96322-0001

5354
Code 00
28 Sep 23

From: Commander, Fleet Activities Sasebo
To: All, Fleet Activities Sasebo

Subj: EQUAL OPPORTUNITY AND HARASSMENT POLICY STATEMENT

1. The Department of the Navy's Equal Opportunity and Harassment Prevention Programs are essential to the mission of our Navy. Harassment and discriminatory behaviors jeopardize combat readiness and mission accomplishment, weakens trust within our ranks and erodes unit cohesion. They are fundamentally at odds with the obligations of Sailors to treat each other with dignity, courtesy and respect.

2. Together, our combined commitment will make Commander, Fleet Activities Sasebo a model of fair and equitable treatment throughout our Navy. We must do more than just deal effectively and efficiently with complaints of discrimination or harassment as they occur. We must make it our personal responsibility to prevent them from occurring.

3. Be more than just a bystander, intervention is the key to prevention! We owe nothing less to our people and to our Navy. The standards we expect and exhibit will form leadership expectations of every man and woman who enlists in our great Navy. As peers and co-workers, our success in the face of the many challenges depends on the ability of every member of our team to reach his or her full potential. It serves our best interests to make that possible.

4. To this end, I charge each of us to:

(1) Recognize and act to eliminate harassing or discriminatory conduct and train others to do so. Definitions and standards are published in appropriate directives. Read them, understand them, make our people familiar with them and practice them.

(2) Recognize that perceptions count. Correct the misperceptions or stop that perceived misconduct. Ignoring the misperception will undermine our authority.

(3) Act to prevent all forms of retaliation against individuals who take steps to address harassing or discriminatory conduct.

(4) Foster, train and assist our subordinates to develop and maintain a climate of inclusion which every member of our team knows that he/she is valued for what they contribute.

(5) Encourage and build trust in the chain of command. Do not tolerate actions that would stifle it. Ensure a healthy communication flow exists both up and down the chain.

Subj: EQUAL OPPORTUNITY AND HARRASMENT POLICY STATEMENT

5. Not only will we embrace the Navy's discrimination and harassment prevention policies, we must also be vigilant in preventing maltreatment against personnel entrusted to our care. In other words, "Treat people with dignity, courtesy and respect."



M. K. FONTAINE