

**NAVAL SUPPLY SYSTEMS COMMAND  
ANTI-SEXUAL HARASSMENT POLICY STATEMENT**

The Naval Supply Systems Command (NAVSUP) affirms the right of every military and civilian member of its constituencies to work in an environment that is free from sexual harassment. Behavior constituting sexual harassment is incompatible with Navy Core Values, with standards of professional ethics, and with mission readiness. Sexual harassment is illegal under both state and Federal law. It is also unlawful to retaliate against personnel for filing a complaint of sexual harassment or for cooperating in an investigation of sexual harassment. In some cases, sexual harassment may be subject to prosecution under criminal law. The Department of Navy's "Zero Tolerance" Policy will be strictly enforced within the NAVSUP claimancy. Allegations of sexual harassment will be dealt with swiftly and fairly. I encourage and expect all employees to report instances of inappropriate behavior.



Sexual harassment is defined as any repeated or unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

If you believe you are a victim of sexual harassment, you are encouraged to use the informal or formal process to resolve the situation. Formal complaints are filed through the servicing Human Resources Office or the Military Equal Opportunity Coordinator.

I pledge to enforce the highest standards of personal conduct in the workplace and I ask each one of you to join me in this commitment. We must exhibit the highest professional behavior and courtesy as we work together to accomplish our mission.

A handwritten signature in black ink, appearing to read "D.H. Stone". The signature is stylized and written in a cursive-like font.

D.H. STONE  
Rear Admiral, SC, USN