

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

It is the policy of Naval Supply Systems Command (NAVSUP) to ensure a work environment free from discrimination. Harassment is a form of prohibited discrimination and will not be tolerated. The Department of the Navy's "Zero Tolerance" Policy will be strictly enforced within the NAVSUP enterprise.



Harassment is any unwelcome, hostile, or offensive conduct taken on the basis of race, color, religion, sex (including pregnancy, sex stereotyping, gender identity, transgender status, and sexual orientation), national origin, age, disability, genetic information (including family medical history), parental status, marital status, political affiliation, military service, or any other non-merit based factor, or retaliation that interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.

Sexual harassment is defined as any repeated or unwelcome sexual advance(s), request(s) 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 as 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 an employment decision, or 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.

Harassing behavior, if ignored or not reported, is likely to continue and become worse rather than go away. Any person who believes that they are a victim of harassment should make it clear to the person harassing them that their behavior is inappropriate, unwelcome and that it must stop. Victims should also inform a supervisor or someone in the chain of command. If you believe you are a victim of harassment, you are encouraged to resolve the situation through the servicing Equal Employment Opportunity (EEO) Office. The EEO office can be reached at [navsup\\_hq\\_eeo@navy.mil](mailto:navsup_hq_eeo@navy.mil).

Managers and supervisors will ensure that all military and civilian personnel receive annual Prevention of Sexual Harassment Training, are informed of this policy, and ensure that discrimination and workplace harassment of any type is eliminated. As we strive to accomplish our mission and maintain public trust, we must carry out our responsibility for maintaining high standards of honesty, integrity, and conduct.

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