



THE SECRETARY OF THE NAVY
WASHINGTON DC 20350-1000

May 10, 2022

WORKPLACE ANTI-HARASSMENT POLICY STATEMENT

As the Secretary of the Navy, I am committed to maintaining a safe, professional, and inclusive work environment where every Sailor, Marine, and Civilian employee in the Department of the Navy (DON), along with applicants, clients, and customers, are treated with dignity and respect. I prioritize active prevention of and prompt response to any form of harassment and I expect the same of every member of the DON community. Harassment is inexcusable and will not be tolerated under any circumstance.

Harassment has a broad definition that I expect everyone to understand. It includes, but is not limited to, any unwelcome verbal or physical conduct based on race, religion, color, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, genetic information (including family medical history), disability, or any other protected basis. It is also behavior that is not unlawful but adversely affects the work environment, or behavior that is of a criminal nature. Employees who feel they have been subjected to unlawful harassment should contact their command's Equal Employment Opportunity Office, Sexual Assault Prevention and Response Office, law enforcement, or other available resources such as the Alternative Dispute Resolution program.

I am committed to ensuring that every reported incident is investigated promptly, thoroughly, and impartially, with immediate corrective action taken as appropriate. To cultivate a culture of active prevention and prompt response, report any incident of harassment you experience or observe. In accordance with the law, the DON will protect the information collected during each investigation, including the identities of individuals who report the incidents, alleged victims, witnesses, and those accused. Reprisal against those who participate in investigations into allegations of harassment is strictly forbidden.

Every member of the DON community is responsible for ensuring the Navy and Marine Corps Team maintains a culture that actively promotes and fully reflects our Core Values of Honor, Courage, and Commitment. A diverse range of experiences and perspectives is critical to the DON's mission. Harassment negatively impacts workplace morale and, ultimately, operational readiness when every individual is not able to contribute to their full potential. I will remain steadfast to eradicating harassment across the DON.

Thank you all for your service and continued dedication to your teammates, the DON's mission, and our Nation.

A handwritten signature in blue ink, reading "Carlos Del Toro", is positioned above the printed name.

Carlos Del Toro