



DEPARTMENT OF THE NAVY
COMMANDER, U.S. NAVAL FORCES KOREA
COMMANDER, TASK FORCE 78
COMMANDER, NAVY REGION KOREA
PSC 478, BOX 1
FPO AP 96212-9997

5 May 20

From: Commander, U.S. Naval Forces Korea/Navy Region Korea

Subj: ANTI-HARRASSMENT POLICY STATEMENT

1. As commander U.S. Naval Forces Korea (CNFK) and Navy Region Korea (CNRK), I expect each member of the CNFK/CNRK team to cultivate a work environment of dignity and respect. We are a professional workforce and must maintain the highest standards of respect for others and personal conduct. It is our collective and individual responsibility to ensure CNFK/CNRK is free of harassment (sexual and non-sexual), power harassment, and other forms of discrimination. Harassment is a violation of the Navy regulations and its Core Values. I will not condone or tolerate any form of harassment in the workplace.
2. Harassment is equivalent to workplace bullying. It is any sort of discriminatory or abusive behavior at the hands of a superior or any act by an employee using his position of seniority or relationship with a co-worker, which causes mental or physical stress, or a degradation of the working environment. Incidents of harassment cover a wide range of behaviors, from verbal comments to physical acts, and can be subtle or overt. Such behaviors degrade our effectiveness as a war-fighting organization. Professionalism starts with treating people with dignity and respect.
3. Every one of you is a leader. As leaders, I expect that if you see harassment in the workplace you will step up and stop the behavior. I expect you to use your chain of command to address each issue. The chain of command has a myriad of tools at their disposal to investigate, train, counsel, remediate and, if appropriate, discipline violators of this policy.
4. Any member subjected to harassment should bring it to the attention of the chain of command. If that is not possible or practical, the member will use established avenues for complaints and grievance procedures. Reprisals against a person submitting a complaint will not be tolerated. Sailors may file a formal complaint by contacting their respective Command Managed Equal Opportunity (CMEO) Program Manager or Command Climate Specialist (CCS). Civilian employees may use the Navy's Alternative Dispute Resolution (ADR) process; utilize their respective APF/NAV--Human Resources administrative grievance procedure, if applicable; or, file a discrimination complaint pursuant to 29 C.F.R. Part 1614 or 10 U.S.C. Section 1561 via their respective APF/NAF Equal Employment Opportunity offices. Individuals responding to reported incidents will maintain confidentiality to the greatest extent possible. Reported incidents will be investigated and dealt with promptly, fairly, and effectively.
5. Harassment directly detracts from our ability to accomplish the mission. It demeans and diminishes employees, it prevents the free flow of information, and ideas, which prevent leaders from making sound decisions, putting this command at risk ethically and legally. I challenge you

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to help me make this command the best it can be by encouraging and empowering employees and eradicating harassment from our organization.

6. We are all charged with looking out for one another as one team, one family. We must strive to address and eliminate all forms of harassment within CNRK/CNFK. Harassment of any kind will not be tolerated.

**Avenues of redress. Sailors may use any appropriate avenue open to them by contacting their respective Command Managed Equal Opportunity (CMEO) Advisor. Contracted personnel and US Civilian employees may use any appropriate avenue open to them by contacting the Commander, Navy Region Japan (CNRJ) EEO Program Office at 243-8163/9579/7092 or by sending e-mail correspondence to: M-YO-CNRJEO@fe.navy.mil.*


M. P. DONNELLY