



DEPARTMENT OF THE NAVY
NAVAL POSTGRADUATE SCHOOL
1 UNIVERSITY CIR
MONTEREY, CA 93943-5000

IN REPLY REFER TO:
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MEMORANDUM

From: President, Naval Postgraduate School
To: All Hands, Naval Postgraduate School

Subj: POLICY STATEMENT ON ANTI-HARASSMENT

1. The Naval Postgraduate School (NPS) is committed to ensuring all members of our workforce are treated with dignity and respect and promoting a work environment that is free from unlawful discrimination and workplace harassment.
2. Harassment includes, but is not limited to, any form of unwelcome verbal or physical conduct based on protected categories covered by law: race, color, gender (both sexual and non-sexual), pregnancy, age, national origin, disability, religion, reprisal, and genetic information. Harassment can be behaviors exhibited in the form of ridicule, abuse, jokes, insults, exclusion from academic research and projects, or derogatory comments that are directly or indirectly based on any of the above protected categories. The behavior becomes harassing conduct when it adversely affects the employee's acceptance or rejection of the harassing conduct. Private or personal conversations overheard by other employees who consider the conversation offensive based on categories protected by law may also constitute harassment.
3. Discriminatory harassment impacts and erodes the core of our most valuable asset – our people. Deliberate engagement in discriminatory workplace harassment is prohibited behavior within NPS and the Department of the Navy and is subjected to disciplinary action. Individuals who believe they have been subjected to harassment, or have witnessed any form of harassment, have a duty to report the conduct to any appropriate management official. Leaders, managers, and supervisors will ensure that employees who report harassment are not subjected to reprisal or retaliation.
4. All information and reported claims of harassment will be investigated promptly, thoroughly, and impartially. The claims will be maintained on a confidential basis. When allegations are substantiated, appropriate corrective actions will ensue.
5. For incidents of discriminatory harassment, please contact your immediate supervisor or the Equal Employment Opportunity Office at eco@nps.edu. If you have workplace harassment concerns, please contact your immediate supervisor or Civilian Human Resources at hro@nps.edu.
6. All questions regarding this policy should be referred directly to Ms. Tammy T. Lowery, NPS EEO Director, at 831-656-3600 or tammy.lowery@nps.edu.

A handwritten signature in black ink, reading "Ann E. Rondeau", is positioned above the printed name and title.

ANN E. RONDEAU, Ed.D
Vice Admiral, U.S. Navy (Ret.)