



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

IN REPLY REFER TO:
5354
00
DEC 04 2020

MEMORANDUM

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

Subj: POLICY STATEMENT ON PREVENTION OF SEXUAL 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 sexual harassment.
2. Sexual harassment is an unwelcome conduct of a sexual nature. Examples include sexual advances, requests for sexual favors, obscene remarks, or physical conduct of a sexual nature. Such conduct must be so objectively offensive as to alter the conditions of the victim's employment, i.e., when submission or rejection of the conduct is explicitly or implicitly a condition of employment; submission or rejection of the conduct is a basis for employment decisions; or the conduct interferes with work performance or creates a hostile place in which to work. A victim may be anyone affected by the conduct, not just the person to whom the conduct is directed.
3. All individuals within the federal workplace are protected from sexual harassment. Anyone who believes that they are experiencing sexually harassing behavior should tell the offending person that their behavior is inappropriate, unwelcomed, and must stop. If the behavior continues, the individual should report the matter to someone within their supervisory chain. If the individual is uncomfortable reporting the matter within their chain, or the matter has been reported but to no avail, the individual is strongly encouraged to contact the Equal Employment Opportunity (EEO) Office as soon as possible.
4. NPS will not tolerate sexual harassment of any kind or form at any level. It is imperative that all claims of sexual harassment be investigated immediately, and corrective action be taken against any manager, supervisor, or employee who is found to have engaged and/or otherwise tolerated the behavior.
5. All managers, leaders, and supervisors must demonstrate proactive leadership in fostering a work atmosphere that is free of discrimination. Performance objectives for specific EEO program progress and achievements must be included in NPS senior executive, managerial, and supervisory performance standards. In addition, all managers, leaders, and supervisors are responsible for the dissemination and implementation of this policy.
6. For more EEO information, please visit <https://my.nps.edu/web/eo> or contact Ms. Tammy T. Lowery, NPS EEO Director, at (831) 656-3600 or tammy.lowery@nps.edu.

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