



DEPARTMENT OF THE NAVY  
MID-ATLANTIC REGIONAL MAINTENANCE CENTER  
9727 AVIONICS LOOP  
NORFOLK VA 23511-2124



**FEAR OF REPRISAL POLICY STATEMENT**

1 October 2014

As Commanding Officer of Mid-Atlantic Regional Maintenance Center (MARMC), it is my policy and commitment to foster a culture of inclusion and alleviate fear of reprisal in the workplace.

I understand fear of reprisal to be the "perception that employees may be reprimanded against for disagreeing or voicing their opinions on the actions of senior leadership." Perception, in and of itself, is sufficient cause for concern. For the command to take positive steps towards alleviating any fear, however, we need to hear and understand specific employee experiences. Continued anonymity does not provide the data necessary to assess, validate, and address concerns and fears.

Therefore, I am establishing a reporting process whereby employees can confidentially report credible information evidencing instances of reprisal to the Office of Internal Review, Ms. Carol Cox, (757)443-3872 ext. 1831, email: [carol.cox@navy.mil](mailto:carol.cox@navy.mil). MARMC Code 100 will be notified of the receipt of and general nature of the reprisal claim. Inquiry results and recommendations will be forwarded to Code 100 for review and determination of final action. It is my goal that the results of these inquiries will enforce accountability for management actions as well as build trust between the workforce and chain of command.

All information, including any investigation into allegations of reprisal, will be maintained on a confidential basis to the greatest extent possible. The maintenance of records and any disclosure of information from these records shall be in compliance with the Privacy Act, 5 U.S.C. 552a.

  
S. L. STANCY