



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



## **SEXUAL HARASSMENT POLICY STATEMENT**

1 October 2016

As Commanding Officer of the Mid-Atlantic Regional Maintenance Center (MARMC), it is my policy and personal commitment to establish and maintain an atmosphere free of sexual harassment in the workplace.

I have ZERO TOLERANCE for sexual harassment. Respect yourself and respect each other.

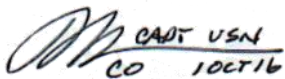
Any individual, military or civilian, who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a military or civilian employee is engaging in sexual harassment. Similarly, any individual who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is also engaging in sexual harassment.

Sexual harassment of civilian personnel or military members, employees of other Federal agencies, persons employed in the private sector, or the general public impedes the high state of morale, discipline and readiness necessary for the success of our mission. Behavior of this nature will not be tolerated.

Employees have a responsibility to report sexual harassment to supervisors. Do not be a bystander. Reports of sexual harassment will be promptly reported to me via Department Heads and are to be acted on immediately by appropriate supervisors to ensure swift and thorough investigations are conducted. Disciplinary action will be taken to deal with every confirmed occurrence of sexual harassment.

Should you have any questions relating to the Command Sexual Harassment Policy, or anyone who has concerns or believes that he/she has been sexually harassed can contact Equal Employment Opportunity, Fleet Human Resources Office, Norfolk Naval Shipyard, EEO Department at 757-396-7888 for civilian personnel or ETC Cheyenne Shasky, Command Managed Equal Opportunity Officer at (757) 443-3872 Ext 2181 or (757) 309-6401 for military personnel. This can be done in confidence (i.e., you may remain anonymous if you wish).

I expect everyone working at MARMC to support this policy.

  
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D. L. LANNAMANN