



DEPARTMENT OF THE NAVY  
BUREAU OF NAVAL PERSONNEL  
5720 INTEGRITY DRIVE  
MILLINGTON, TN 38055-0000

Canc frp: Jun 08

BUPERSNOTE 5300  
BUPERS-00E  
22 Aug 07

BUPERS NOTICE 5300

From: Chief of Naval Personnel

Subj: BUREAU OF NAVAL PERSONNEL (BUPERS) POLICY STATEMENT ON  
SEXUAL HARASSMENT

Ref: (a) SECNAVINST 5300.26D

Encl: (1) Chief of Naval Personnel Policy Statement on Sexual  
Harassment

1. Purpose. To promulgate the provisions of reference (a) in  
respect to Sexual Harassment.

2. Background. Per reference (a), the Chief of Naval Personnel  
policy statement represents the first essential element in  
demonstrating leadership's commitment to prevention of sexual  
harassment. Enclosure (1) covers all military and civilian  
personnel that fall under the Bureau of Naval Personnel, Budget  
Submitting Office.

3. Action. Activity heads are to reaffirm this policy  
statement and ensure enclosure (1) is posted prominently on all  
bulletin boards, to include the activity Web site. Reference  
(a) is available via the Department of the Navy Issuances Web  
site <http://doni.daps.dla.mil>.

4. Cancellation Contingency. This notice may be retained for  
record purposes or until superseded by another notice on the  
same subject.

A handwritten signature in black ink, appearing to read "J. C. Harvey, Jr.", is located below the main text.

J. C. HARVEY, JR.  
Vice Admiral, U.S. Navy

Distribution:  
Electronic only, via BUPERS Web site  
<http://buperscd.technology.navy.mil/>

22 Aug 07

**CHIEF OF NAVAL PERSONNEL****POLICY STATEMENT ON PREVENTION OF SEXUAL HARASSMENT**

All military and civilian personnel within Bureau of Naval Personnel (BUPERS) are responsible for maintaining the highest standards of honesty, integrity, impartiality, and conduct to ensure the proper performance of business and maintenance of public trust. As such, no form of sexual harassment will be tolerated within our command.

Sexual harassment is a violation of

- standards of conduct;
- merit system principles found in 5 U.S.C. 2301;
- Navy Regulations; and
- Title VII of the Civil Rights Act of 1964, as amended.

Per SECNAVINST 5300.26D, sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career; or
- Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.

All military and civilian personnel within BUPERS are responsible for treating others with dignity and respect. No individual will

- commit sexual harassment;
- take reprisal action against a person who provides information concerning an incident of alleged sexual harassment;
- knowingly make a false accusation of sexual harassment; or
- condone or ignore sexual harassment of which they have knowledge or have reason to have knowledge while in a supervisory position.

It is the policy of BUPERS that no form of sexual harassment will be tolerated. All military and civilian personnel will receive annual training in the areas of identification, prevention, resolution, and elimination of sexual harassment, to include reprisal prevention. Managers and supervisors will take immediate and effective action to enforce this policy.

The prevention of sexual harassment exemplifies the Department of Navy's goal to uphold the highest standards of leadership and personal conduct. I expect all members of our command to support this policy and to work together to achieve an environment free from all forms of unlawful discrimination.

J. C. HARVEY, JR.  
Vice Admiral, U.S. Navy

Enclosure (1)