

The DON is committed to maintaining a work environment free from unlawful discriminatory practices. DON has a ZERO tolerance for sexual harassment. Sexual harassment is prohibited. Sexual harassment is a form of sex discrimination in violation of Title VII of the Civil Rights Act. All DON personnel, military and civilian, will be provided a work environment free from unlawful discrimination which includes sexual harassment. Off-duty or non-duty behaviors that affect the military workplace may also be considered to be sexual harassment.

Definition of sexual harassment:

<http://www.hronorfolk.navy.mil/eo/Q&ASexHarass.htm>

In accordance with SECNAV Instruction 5300.26C all employees must receive annual training in Prevention of Sexual Harassment (POSH). Several options by which POSH training can be accomplished are as follows:

Supervisors/managers may have their employees read & sign (self-certification) acknowledging their receipt of information regarding POSH:

<http://www.hronorfolk.navy.mil/eo/POSHRS.doc>

The EEO Office, HRO Norfolk, also has available for check-out a variety of training videos in the area of POSH. For information call (757) 445-1664.

Additional training is available from a variety of sources. Refer to the Human Resources Service Center, East at their web cite: http://www.donhr.navy.mil/Employees/donhr_training.asp

Another option to accomplish mandatory Prevention of Sexual Harassment Training is for commands with a Military Equal Opportunity Advisor to have him/her provide the training.

NOTE: If commands do this, they should contact the Equal Employment Opportunity Programs Department, HRO Norfolk, at (757) 445-1664, and we will provide them with handouts that would cover the civilian federal sector complaint process.

NOTE: Employees have rights under two separate and distinct processes when raising an allegation of sexual harassment. One process is under Title 10, United States Code, Section 1561, <http://www.hronorfolk.navy.mil/eo/title10.pdf> and the second process is under Title VII, as implemented by 29 CFR 1614, Federal Sector Equal Employment Opportunity.