



DEPARTMENT OF THE NAVY
NAVAL RESEARCH LABORATORY
4555 OVERLOOK AVE SW
WASHINGTON DC 20375-5320

IN REPLY REFER TO:
September 2020

ANTI-HARASSMENT POLICY STATEMENT

Naval Research Laboratory (NRL) is committed to providing employees with a workplace that is free from harassment. Harassment undermines the integrity of working relationships and interferes with work productivity.

Unlawful harassment is defined as any unwelcome verbal, non-verbal, or physical conduct based on race, color, religion, sex (including pregnancy and gender identity), national origin, age (40 or older), disability (mental or physical), genetic information, sexual orientation, marital status, political affiliation, status as a parent, or retaliation when:

- An employee actually suffers a personal loss or harm with regard to a term, privilege, or condition of employment relating to any of the protected bases; or
- The behavior can reasonably be considered severe or pervasive creating an intimidating, hostile, or offensive work environment.

Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature where:

- Submission to or rejection of 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 interferes with an individual's work performance or creates an intimidating, hostile or offensive environment.

NRL has appropriate measures to prevent harassment (sexual or non-sexual) in the workplace and to correct harassing behavior before it becomes severe or pervasive. Harassing behavior by a NRL civilian, military or contractor does not need to rise to the level of unlawful harassment in order for it to constitute misconduct. Employees who experience or witness workplace harassment should report the incident(s) to their supervisor, the EEO Office or the Employee Relations Office.

Reporting incidents of harassment is everyone's responsibility, including those who observe such conduct. Reported incidents of harassment will be treated seriously, investigated impartially, and treated confidentially to the extent possible. Prompt corrective actions will be taken if harassment has occurred.

Supervisors must protect or respect employees' privacy and rights so that employees are empowered to report charges of illegal or inappropriate conduct such as fraud, waste, mismanagement, harassment, or discrimination without fear of retaliation. Retaliation is strictly prohibited. Any supervisor or employee who is found to have harassed or retaliated against another will be subject to disciplinary or adverse personnel action, up to and including removal of employment.

Ricardo Vigil



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