



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

IN REPLY REFER TO:  
26 September 2022

## ANTI-HARASSMENT POLICY STATEMENT

Naval Research Laboratory (NRL) reaffirms its commitment to providing employees with a workplace that is free from harassment, providing a climate of mutual respect and an environment that allows all employees to perform to their best potential. Harassment (of any kind) is inappropriate, unacceptable, and will not be tolerated at NRL.

Unlawful harassment includes, but is not limited to, any unwelcome verbal, non-verbal, or physical conduct based on race, color, religion, sex (including pregnancy, gender identity and sexual orientation), national origin, age (40 or older), disability (mental or physical), genetic information (including family history), marital status, political affiliation, status as a parent, or retaliation. Harassment becomes unlawful 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.

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 immediately report the incident(s) to their supervisor, the Equal Employment Opportunity Office ([eeocounselor@nrl.navy.mil](mailto:eeocounselor@nrl.navy.mil)) or the Employee Relations Office ([1850@nrl.navy.mil](mailto:1850@nrl.navy.mil)).

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 as appropriate.

Supervisors must be vigilant to the workforce environment and ensure they protect and 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 against those who participate in investigations into allegations of harassment 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.

Each member of the NRL community is obligated to act in a professional manner providing an environment free from unlawful harassment where everyone is treated with respect and dignity. Thank you for your continued commitment to foster a safe and productive workplace.

Bruce Danly  
Director of Research

Gregory T. Petro  
Commanding Officer  
Equal Opportunity Officer