



14 July 2023

## ANTI-HARASSMENT POLICY STATEMENT

The Naval Research Laboratory (NRL) is dedicated to providing a work environment that promotes respect, fairness, and dignity for all employees. We are committed to maintaining a workplace free from harassment, where all individuals are treated with professionalism, courtesy, and consideration.

Unlawful harassment is defined as any unwelcome verbal, non-verbal, or physical conduct based on race, color, religion, national origin, sex (including pregnancy, sexual orientation, gender identity or transgender status), age (40 years and over), disability (mental or physical), genetic information, retaliation for engaging in EEO activity, marital status, political affiliation, and status as a parent 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. We encourage all employees to promptly report any incidents of harassment they witness or experience to their supervisor, the EEO Office ([eeo@nrl.navy.mil](mailto:eeo@nrl.navy.mil)) or the Employee Relations Office ([1850@nrl.navy.mil](mailto:1850@nrl.navy.mil)). Upon receiving a complaint, NRL will promptly and thoroughly investigate the matter in a fair and impartial manner. Investigations will be conducted with the utmost respect for privacy, and appropriate corrective action will be taken as necessary. Retaliation against individuals who report harassment or participate in an investigation is strictly prohibited and will result in disciplinary action.

In addition to our commitment to addressing incidents of harassment, NRL is dedicated to preventing harassment through regular training and awareness programs. We will provide education and resources to employees to promote understanding, recognition, and prevention of harassment in the workplace. We expect all employees to adhere to this anti-harassment policy and to treat their colleagues with dignity and respect. By fostering an environment that is free from harassment, we can create a workplace where every individual can thrive and contribute to the success of NRL, the Navy, and our Nation.

BRUCE DANLY  
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