



DEPARTMENT OF THE NAVY
COMMANDER, MILITARY SEALIFT COMMAND
514 CHATELAIN FLOOR BT SB
WASHINGTON NAVY YARD DC 20380-0001

INSTRUMENT

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4 MAY 12

MEMORANDUM

From: Commander, Military Sealift Command

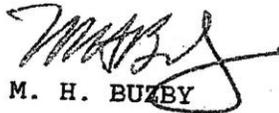
Subj: SEXUAL HARRASSMENT AND SEXUAL ASSAULT POLICY ACTION

Ref: (a) U.S. Fleet Forces Command Anti-Harassment Policy Statement
(b) Sexual Harassment and Sexual Assault Policy Statement
(c) Civilian Equal Employment Opportunity (EEO) Policy Statement

1. As Commander and EEO officer, I want to reassure all employees of my personal support and commitment to the principles of EEO. I also want to re-emphasize my personal support and commitment for Military Sealift Command to be a work environment free from harassment of any type. Reference (a) is a clear statement from Commander, U.S. Fleet Forces regarding the specific policies of a harassment free work place. Reference (b) is my personal statement of policy that Military Sealift Command will be free of sexual harassment and that behavior of the types described in this policy will be viewed as a term or condition of employment. Reference (c) is my personal statement of policy that Military Sealift Command will be fully compliant with the principles of EEO. In particular, I want to bring to your attention paragraph 2b of reference (c) which addresses each individual's right to use the complaint process without fear of reprisal.
2. Sexual harassment is unacceptable behavior and will not be tolerated under my command. The Military Sealift Command will continue to swiftly investigate allegations of sexual harassment and take action to correct inappropriate behavior. These actions are what you should expect from your leadership in such cases. I say again, such behavior is not acceptable. You have the right and the obligation to report instances of sexual harassment and should do so without fear of reprisal.
3. I ask each of you to read, once again, the statements of policy referenced herein. I want all of you to come to work in a comfortable and enjoyable work environment free of any form of harassment. I also want you to know that I, and all the members of the MSC leadership team, are committed to take necessary

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action as required to ensure a comfortable, enjoyable and harassment free workplace.



M. H. BUZBY