



DEPARTMENT OF THE NAVY  
OFFICE OF THE JUDGE ADVOCATE GENERAL  
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IN REPLY REFER TO:

23 Oct 15

From: Judge Advocate General of the Navy  
Commander, Naval Legal Service Command

Subj: SEXUAL HARASSMENT POLICY

Ref: (a) SECNAVINST 5300.26D  
(b) OPNAVINST 5354.1 (Series)

1. Every member of the Judge Advocate General's (JAG) Corps officer, enlisted, and civilian – is entitled to be treated fairly, with the utmost dignity and respect, and must be allowed to work in an environment free from any form of sexual harassment or inappropriate behavior. The JAG Corps team must be composed of an integrated group of professional men and women who are able to work together to accomplish our Navy's mission. To that end, and in accordance with references (a) and (b), sexual harassment is prohibited. Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal, non-verbal or physical conduct of sexual nature when: (1) submission to such conduct is made a term or condition of employment; (2) submission to or rejection of such conduct is used as a basis for career decisions; or (3) such conduct interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment. Off-duty or non-duty behaviors that affect the military workplaces may also be considered sexual harassment. Sailors, Marines, and civilians who model the Navy Core Values of Honor, Courage, and Commitment do not engage in destructive behaviors such as sexual harassment, and do not condone such behaviors in others.

2. Individuals who believe they have been sexually harassed will be provided the opportunity to seek prompt resolution and redress. All reported incidents of sexual harassment will be investigated and resolved at the lowest appropriate level. We will not tolerate acts of reprisal, intimidation, or further acts of harassment directed against victims or witnesses of sexual harassment. Likewise, false accusations of sexual harassment will not be tolerated. We ask your support in continuing to make our JAG Corps the model of fair and professional treatment for our Navy.

  
JOHN G. HANNINK

  
J. W. CRAWFORD III