



DEPARTMENT OF THE NAVY
NAVAL AIR SYSTEMS COMMAND
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IN REPLY REFER TO

12720
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MEMORANDUM FOR ALL HANDS

From: Commander, Naval Air Systems Command

Subj: PREVENTION OF WORKPLACE HARASSMENT

1. The Naval Air Systems Command (NAVAIR) is charged with developing, delivering, and sustaining the aircraft weapons and systems our Sailors and Marines need to succeed in their missions. This great responsibility and honor leaves no room for discrimination or disrespect against any NAVAIR employee. Therefore, discrimination based on race, color, religion, sex, national origin, age, disability, or reprisal will not be tolerated at NAVAIR.
2. Harassment is discriminatory behavior that includes objectionable verbal or physical conduct, comment, or display which demeans, disparages, aggravates, intimidates, or causes humiliation or embarrassment to another person. This type of behavior against any person at NAVAIR will not be tolerated.
3. Sexual harassment, defined as repetitious and unwelcome sexual advances, requests for sexual favors, verbal or physical conduct of a sexual nature, including jokes will not be tolerated at NAVAIR.
4. The people of NAVAIR are renowned for their business, leadership, and technical excellence. As a civilian/military team serving the Navy and the Nation, we have an obligation to carry on this tradition with the utmost professionalism and respect for one another.


DAVID J. VENLET