



## DEPARTMENT OF THE NAVY

COMMANDER  
PATROL AND RECONNAISSANCE WING TEN  
NAVAL AIR STATION WHIDBEY ISLAND  
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IN REPLY REFER TO  
31 October 2013

From: Commander, Patrol and Reconnaissance Wing 10  
To: Patrol and Reconnaissance Wing 10

Subj: POLICY ON DIVERSITY, SEXUAL ASSAULT/HARASSMENT,  
FRATERNIZATION, HAZING, AND EQUAL OPPORTUNITY

1. **POLICY.** The men and women of CPRW-10 have the right to work in an environment that embraces our diversity and is free of sexual assault/harassment, fraternization, and hazing. Behavior violating these rights will not be tolerated, and leadership by example at all levels is vital. Protecting the dignity and valuing the diversity of each and every wing member, and guaranteeing they have an equal opportunity to succeed, are absolutely critical to our mission accomplishment.

a. **Diversity** is all the different characteristics and attributes of individual Sailors and civilians which enhance the mission readiness of the Navy. It is about the healthy infusion of new ideas and innovative approaches to problem solving that people of all backgrounds bring to the service. Being able to look at operational challenges from various perspectives and accepting a broad range of opinions from our diverse backgrounds will improve our combat readiness and responsiveness to any mission.

b. **Sexual assault** encompasses a broad range of intentional sexual contacts that are unwelcomed and without consent. **Sexual harassment** is a form of sex discrimination that involves unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Any person in a supervisory or command position that uses or condones implicit or explicit sexual behavior to control, influence or affect the career, pay, job or well-being of a military member or civilian employee is engaging in sexual harassment. Such conduct interferes with an individual's performance or creates an intimidating, hostile, and offensive environment. No form of Sexual assault or Sexual harassment is ever acceptable and both are a violation of the UCMJ.

c. **Fraternization** is any unduly familiar personal relationship between service members that does not respect differences in rank and grade, is prejudicial to good order and discipline, and is service discrediting. Prejudice to good order and discipline is presumed whenever the relationship calls into question the senior's objectivity; results in actual or apparent preferential treatment; undermines the authority of the senior; or compromises the chain of command.

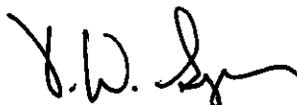
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d. **Hazing** is any situation, including horseplay, where a person assumes the authority to coerce a Sailor to participate in cruel, humiliating, oppressive, demeaning, or harmful conduct. Hazing need not involve physical contact; it can be verbal or psychological in nature, whether an individual consents or a volunteers is immaterial.

e. **Equal opportunity** is the right to equal and fair treatment - regardless of race, color, religion, gender, or national origin. Every Wing member merits equal consideration in assignment of duties, responsibilities, and privileges. Evaluations, fitness reports, and awards shall be based on demonstrated performance.

2. **GUIDANCE**. Every member of CPRW-10 must conform to a standard of behavior that reflects a zero tolerance for sexual assault/harassment, fraternization, and hazing. In or out of uniform; on or off station; on official duties and in private dealings, this standard cannot be violated. Each Wing member must maintain an environment conducive to valuing diversity and ensuring equal opportunity. We must demonstrate this level of professionalism and personal integrity in our treatment of others at all times.

3. **GRIEVANCE and REDRESS**. Sexual Assault has specific reporting options and criteria that is available through our SARC's and SAPR teams. Bystander intervention is key in sexual assault and harassment, and we all have that responsibility to each other. Personnel who believe their EO rights (to include hazing and fraternization) have been violated are encouraged to raise their concern with the individual demonstrating unacceptable behavior. All CPRW-10 personnel have a right to submit an informal or formal complaint in these matters and should seek assistance from the Command Managed Equal Opportunity (CMEO) Officer if adequate resolution of their concern cannot be accomplished via the chain of command. All substantiated complaints will result in swift and appropriate administrative and/or disciplinary action.



V. W. SEGARS