

CLASSIFICATION: UNCLASSIFIED/
ROUTINE
R 071759Z AUG 26 MID320018863305U
FM SECNAV WASHINGTON DC
TO ALNAV
INFO SECNAV WASHINGTON DC
CNO WASHINGTON DC
CMC WASHINGTON DC
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MSGID/GENADMIN/SECNAV WASHINGTON DC/-/AUG//

SUBJ/DEPARTMENT OF THE NAVY IMPLEMENTATION GUIDANCE FOR MILITARY EQUAL
OPPORTUNITY REFORM INITIATIVES//

REF/A/DOC/SECWAR/30SEP25//
REF/B/DOC/SECWAR/30SEP25//
REF/C/DOC/USECWAR P&R/18JUN26//
REF/D/DOC/DODI 1350.02/04SEP20//
REF/E/DOC/DODI 1020.03/08FEB18//

REF/A/SECRETARY OF WAR MEMORANDUM, "IMPLEMENTATION OF MILITARY EQUAL
OPPORTUNITY AND EQUAL EMPLOYMENT OPPORTUNITY REFORM PLAN," 30 SEPTEMBER
2025//
REF/B/SECRETARY OF WAR MEMORANDUM, "REVIEW OF HAZING, BULLYING, AND
HARASSMENT DEFINITIONS," 30 SEPTEMBER 2025//
REF/C/UNDER SECRETARY OF WAR FOR PERSONNEL AND READINESS MEMORANDUM,
"IMPLEMENTATION OF MILITARY EQUAL OPPORTUNITY REFORMS," 18 JUNE 2026//
REF/D/DODI 1350.02, MILITARY EQUAL OPPORTUNITY PROGRAM, 4 SEP 2020, CH 2 11
MARCH 2026//
REF/E/DODI 1020.03, HARASSMENT PREVENTION AND RESPONSE IN THE ARMED FORCES, 8
FEBRUARY 2018, CH 4 10 DEC 2025//

RMKS/1. This ALNAV provides Department of the Navy (DON) implementation
guidance to the United States Navy (USN) and United States Marine Corps
(USMC) for execution of Military Equal Opportunity (MEO) reform initiatives
directed in reference (a) through (c). In accordance with reference (c),
these updates supersede and conflicting policy guidance in references (d) and
(e). These reforms include:

a. Confidential Reporting. Service Members will be provided with a
confidential reporting option for harassment and prohibited discrimination.

b. Anonymous Complaints. Anonymous allegations alleging prohibited
discrimination or discriminatory harassment will not be processed as an MEO
complaint.

c. Alternative Dispute Resolution. Here after referred to as Conflict
Resolution throughout this policy. Conflict Resolution will be offered where
feasible prior to the initiation of an inquiry or investigation.

d. Dismissal Procedures and Timelines. Complaint dismissal procedures
and timelines will be standardized across Services.

e. False Official Statements. False MEO complaints may constitute a
violation of Article 107, Uniform Code of Military Justice (UCMJ).

f. Adoption of Updated Definitions. USN and USMC will adopt updated
definitions for harassment, bullying, and hazing as provided in reference
(c).

2. Policy. The DON will immediately implement MEO reform initiatives in full alignment with reference (c).

3. Confidential Reporting. USN and USMC will provide a confidential reporting option for allegations of prohibited discrimination and harassment in alignment with reference (a).

a. The confidential reporting option will allow Service Members to disclose personally identifying information and allegations of prohibited discrimination and/or harassment to an individual authorized by USN or USMC to receive such reports.

b. USN and USMC will document the allegation and refer the Service Member to appropriate support services without requiring the Service Member to initiate an informal or formal complaint.

c. Confidentiality in connection with the confidential report will not be maintained where there is a specific and imminent threat of serious bodily harm or death to an identified or readily identifiable person or persons or where the report reveals an intent to commit future crime or fraud.

d. A Service Member may convert a confidential report into an informal or formal complaint of prohibited discrimination or harassment.

4. Anonymous Allegations. USN and USMC will:

a. No longer process anonymous allegations of prohibited discrimination or discriminatory harassment as an MEO complaint. This does not prevent a commander from taking appropriate action in response to an anonymous report.

b. Continue to offer processing of anonymous complaints for sexual harassment, hazing, and bullying pending further guidance.

5. Conflict Resolution. Where feasible, USN and USMC will offer Conflict Resolution when processing an informal complaint as a means of quickly and appropriately resolving MEO related concerns before they escalate. If a Service Member opts out of Conflict Resolution or if the process does not resolve the issue, the MEO complaint process may be initiated or resumed prior to completion of any command inquiry or investigation.

6. False Official Statements. USN and USMC will revise relevant policies to include provisions clarifying that false complaints may constitute a violation of Article 107, UCMJ.

7. Complaint Dismissal Procedures. USN and USMC will implement standardized dismissal criteria, procedures, and associated timelines in alignment with reference (c). Formal MEO complaints may be dismissed for the following reasons:

a. The formal complaint was filed more than 60 calendar days following the most recent incident, 120 calendar days following the most recent incident in the case of a Reserve Member.

b. The allegation does not fall within the scope of the MEO prohibited discrimination or harassment policy.

c. The allegation does not contain sufficient or actionable information to investigate.

d. The matter has already been resolved through Conflict Resolution or other informal means.

e. At the request of the complainant at any time during the formal complaint process.

f. A complainant does not respond to request for information.

g. A complainant files duplicative or related complaints.

h. The complaint constitutes a false official statement, as defined in Article 107 of the UCMJ.

8. Updated Definitions. USN and USMC will adopt the definitions for harassment, bullying, and hazing as provided in reference (c).

9. Regulatory Updates. USN and USMC will update all Service-level issuances in alignment with reference (c).

10. Reporting Requirements. No later than 30 September 2026, and every 60 days thereafter, USN and USMC will submit status reports on implementation progress.

11. Oversight. Deputy Assistant Secretary of the Navy, Military Manpower and Personnel (ODASN (MMP)) will serve as the primary DON oversight authority.

12. Rescission. This policy will remain in effect until incorporated into the next revision of SECNAVINST 1610.6, SECNAVINST 5300.26e, and SECNAVINST 5350.16a.

13. POC/Ms. Andrea Verdino/ODASN (MMP)/who can be reached via email at andrea.j.verdino.civ@us.navy.mil.

14. Released by the Honorable Hung Cao, Acting Secretary of the Navy.//

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