

# Harassment and Prohibited Discrimination Action Plan

GOOD >>	BETTER >>	BEST >>	RESOURCES
<ul style="list-style-type: none"> <li>➤ <b>Instill the importance of mutual respect</b> to improve performance &amp; uphold Navy values</li> <li>➤ <b>Prepare Sailors to intervene</b> in harassing &amp; discriminatory situations</li> <li>➤ <b>Implement &amp; strictly enforce</b> Navy's zero tolerance harassment and prohibited discrimination policies</li> <li>➤ <b>Ensure thorough understanding</b> of harassment and prohibited discrimination reporting procedures, policies, and regulations</li> </ul>	<ul style="list-style-type: none"> <li>➤ <b>Develop Sailors' skills</b> to reduce harassment &amp; prohibited discrimination (e.g., perspective taking, social contact)</li> <li>➤ <b>Demonstrate leadership support</b> &amp; increase awareness for reporting (e.g., through CMEO program manager and Command Climate Specialist)</li> <li>➤ <b>Utilize DEOCS, focus groups, record reviews, and interviews</b> to assess command climate; debrief results &amp; action plans</li> </ul>	<ul style="list-style-type: none"> <li>➤ <b>Emphasize group cohesion</b> &amp; distinct group identities</li> <li>➤ <b>Identify &amp; address organizational barriers</b> &amp; increase the objectivity &amp; standardization of procedures to reduce the potential for bias</li> <li>➤ <b>Implement robust prevention program</b>, to include Primary, Secondary, and Tertiary harassment and prohibited discrimination prevention strategies</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">MyNavy HR – Harassment Definitions and Policies</a></li> <li>• <a href="#">Sexual Harassment Focus Group Questions</a></li> <li>• <a href="#">Sexual Harassment Prevention Strategies</a></li> <li>• <a href="#">Sexual Harassment Quiz</a></li> <li>• <a href="#">Commander's Guide to Hazing Prevention</a></li> </ul>