



Harassment & Discrimination Action Plan

| GOOD >> | BETTER >> | BEST >> | RESOURCES |
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| <ul style="list-style-type: none"> ➤ Communicate importance of diversity, equity, & inclusion to improve performance & uphold Navy values ➤ Prepare Sailors to intervene in harassing & discriminatory situations ➤ Implement & strictly enforce Equal Opportunity (EO) & anti-harassment policies | <ul style="list-style-type: none"> ➤ Develop Sailors' skills to overcome unconscious bias & reduce harassment & discrimination (e.g., perspective taking, social contact) ➤ Demonstrate leadership support & increase awareness for reporting (e.g., through DEI Council or Practitioner) ➤ Utilize DEOCS, focus groups, record reviews, and interviews to assess command climate; debrief results & action plans | <ul style="list-style-type: none"> ➤ Emphasize group cohesion & distinct group identities (e.g., support affinity groups) ➤ Identify & address institutional barriers & increase the objectivity & standardization of procedures to reduce the potential for bias | <ul style="list-style-type: none"> • Navy Equal Opportunity (EO) Reporting Process • MyNavy Portal EO Training • Navy Inclusion & Diversity (I&D) Goals & Objectives • Navy Harassment Prevention & MEO Program Manual • Task Force One Navy • Necessary Conversations • Commanders I&D Toolkit • Diversity, Equity & Inclusion (DEI) 101 • DEOMI Human Relations Toolkit • DEOMI Harassment Prevention & Response • Command Climate Assessment • Commander's Guide to Hazing Prevention • Women's Health & Cultural Competency Training Guide |