



**TACRON TWELVE
“Talons”
Command Policy on
EQUAL OPPORTUNITY and
SEXUAL HARASSMENT**



“All Talons will treat each other with dignity and respect regardless of rank, color, religion, age, national origin, gender, or sexual orientation.”

The strength of our squadron and our Navy depends on teamwork, respect for one another, and diversity.

Talons do not discriminate against one another. Discrimination is the biased treatment of one person or a group. Sexual harassment is a form of discrimination which involves unwelcomed sexual advances, requests for sexual favors, and other verbal or physical sexual interaction. Both discrimination and sexual harassment are illegal, detrimental to our mission, and are inconsistent with the Navy’s Core Values of honor, courage, and commitment. **We will not tolerate this behavior.**

Every member of the command is entitled to equal opportunities. Talent, initiative, and hard work will be the drivers of our professional and personal successes. Consistency and fairness is the standard that defines our performance at all times.

Talons that believe they have experienced or been subjected to any act of discrimination or sexual harassment should attempt to resolve the issue at the lowest level. However, the chain of command is **ALWAYS** available to hear of and deal with these types of issues. All reports of discrimination or sexual harassment will be addressed without fear of reprisal. Lastly, Talons who participate in, tolerate, or falsely report such a violation will be subject to swift administrative and disciplinary action. **As Talons, we will NOT be bystanders by supporting discriminatory or sexual harassment behaviors that contradict everything we believe in. We are TALONS, and we are a team who respects one another.**

J. A. AHMANSON
COMMANDING OFFICER