



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



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

The Navy derives great strength from diversity of thought, heritage, and experience. Our squadron excels at its mission through teamwork that is reinforced by this diversity.

Every Talon deserves a work environment free from any type of discrimination, prejudicial behavior, or preferential bias. Sexual harassment is a form of discrimination that 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 inconsistent with the Navy’s Core Values. **We do not tolerate this behavior.**

Every member of the command is entitled to equal opportunities. Talent, initiative, and hard work drive our professional and personal successes; consistency and fairness guide performance evaluation at all times.

Talons who experience or are subjected to any act of discrimination should attempt to resolve the issue at the lowest level that allows for swift resolution. The Command Managed Equal Opportunity (CMEO) Manager is your immediate resource for any and all questions regarding how to address any discrimination concern, or how to file an informal or formal CMEO complaint.

Sexual harassment is a serious offense and Talons who witness sexual harassment should intervene to address offensive and unacceptable behavior the first time and any time it occurs. ALNAV 024/22 directs that any formal complaint of sexual harassment is immediately forwarded to the next higher level commander in our chain of command for investigation.

All reports of discrimination or sexual harassment shall be addressed without fear of reprisal, and Talons who participate in, tolerate, or falsely report such a violation are subject to swift administrative and disciplinary action. **Talons are NOT bystanders. Talons do NOT support discriminatory or harassing behaviors. Talons treat all people with Dignity and Respect and uphold our shared Navy Corps Values through Integrity and Accountability.**

**CONTROL! COORDINATE! WIN!**

  
D. A. HOOPENGARDNER  
COMMANDING OFFICER