



DEPARTMENT OF THE NAVY
COMMANDING OFFICER
U.S. NAVAL STATION GUANTANAMO BAY CUBA
PSC 1005 BOX 25 FPO AA 34009-0100

9 October 2024

Commanding Officer's Policy 6-24

From: Commanding Officer, Naval Station Guantanamo Bay, Cuba

Subj: PREVENTION OF SEXUAL HARASSMENT AND SEXUAL ASSULT

Ref: (a) SECNAVINST 1610.3

1. I am charged with ensuring that NAVSTA GTMO is a command that is free from sexual harassment and assault. It is essential to our mission that the work environment be free from offensive, abusive, or manipulative sexual behavior, to ensure that our most valuable resource, our people, have a safe and comfortable place to serve. To facilitate this, it is crucial that everyone is familiar with, and abides by, the Navy's sexual harassment policy.
2. Sexual harassment is defined as any form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal actions or gestures of a sexual nature.
3. Sexual harassment is NEVER acceptable and WILL NOT be tolerated. If any service member, civilian employee, contractor, or Foreign National, becomes aware of sexual harassment occurring at this command or another neighboring command, you are expected to inform the Command Managed Equal Opportunity (CMEO) Program Manager or any member of the Command Triad immediately with specific details.
4. The CMEO Program Manager serves as the point of contact for reports and can provide confidential counseling and objective advice to service members, civilian employees, contractors, or Foreign Nationals that feel they are victims of sexual harassment. The CMEO Program Manager will also be available to leadership at all levels for help in resolving sexual harassment issues.
5. Sexual assault is defined as unwanted sexual contact that may involve force upon a person, without consent, or the ability to consent. Sexual assault is a crime, and I will ensure that anyone who commits, aids, or covers-up a sexual assault will be held accountable via the UCMJ and prosecuted to the maximum extent possible. Sexual assault is NEVER acceptable and WILL NOT be tolerated.
6. NAVSTA personnel will not engage in activities which will hurt or cause distress to one another. Few things are more destructive to our family than sexual harassment or assault. It is imperative that everyone is ready to act on behalf of their peers to prevent sexual assault. We cannot simply be bystanders.
7. All personnel need to be familiar with the following two reporting options for sexual assault:
 - An Unrestricted Report ensures victims access to medical treatment, advocacy services, and legal support, and will trigger an official investigation and command notification.
 - A Restricted Report also ensures victims access to medical treatment, advocacy services, and legal support, as well as a means to confidentially disclose the assault to specific people (Sexual Assault Response Coordinator, Victim Advocate, medical personnel), but will not trigger an official investigation or be reported to law enforcement. Victims are now eligible to file a restricted report, even if they disclosed their sexual assault to their commander or personnel in their chain of command
8. You are ordered to comply with this policy. Sexual harassment and assault **WILL NOT** be condoned, and we must all ensure this appalling behavior does not occur inside our lifelines.


M. R. STEPHEN