



DEPARTMENT OF THE NAVY  
NAVAL POSTGRADUATE SCHOOL  
1 UNIVERSITY CIR  
MONTEREY, CA 93943-5000

IN REPLY REFER TO:

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JAN 11 2021

MEMORANDUM

From: President Naval Postgraduate School  
To: All Hands, Naval Postgraduate School

Subj: POLICY STATEMENT ON HAZING

1. The Naval Postgraduate School (NPS) is committed to ensuring all members of our workforce are treated with dignity and respect and fostering a work environment that is free from hazing. Hazing is not conducive to unit cohesion, is not part of our "time honored traditions," and is contrary to the Core Values of all uniformed services, agencies and organizations at NPS.

2. Hazing is defined as any conduct whereby a military member, or a Department of Defense (DoD) member or other agency civilian employee, regardless of service, rank, position or affiliation, without proper authority causes another military member, or a DoD or other agency civilian employee, regardless of service, rank position or affiliation, to suffer or be exposed to any activity which is cruel, abusive, humiliating, oppressive, demeaning, or harmful. Hazing need not involve physical contact among or between workforce members; it can be verbal or psychological in nature.

3. Hazing will not be tolerated in any form at any level. Soliciting or coercing another to perpetrate any such activity is also considered hazing. Actual or implied consent to acts of hazing does not eliminate the culpability of the perpetrator. At no time may NPS personnel engage in hazing or consent to an act of hazing being committed upon them and taking reprisal against someone who reports hazing is unlawful and will not be tolerated.

4. All personnel will ensure that hazing, or the perception of hazing, does not occur. Any person who observes hazing or believes that they are experiencing hazing should tell the offending person that their behavior is inappropriate and must stop. Every member has the responsibility to immediately make the appropriate authorities aware of each violation of this policy.

5. All information and reported claims of hazing will be investigated promptly, thoroughly, and impartially, and if substantiated, corrective action will be taken against any manager, supervisor, or employee who is found to have engaged in and/or otherwise tolerated the hazing activity.

6. For incidents of hazing, please contact your immediate supervisor, the Equal Employment Opportunity Office at [eeo@nps.edu](mailto:eeo@nps.edu), or Civilian Human Resources at [hro@nps.edu](mailto:hro@nps.edu). For military members, contact the Command Managed Equal Opportunity Coordinator at [cmeo@nps.edu](mailto:cmeo@nps.edu).

  
ANN E. RONDEAU, Ed.D  
Vice Admiral, U.S. Navy (Ret.)