



**DEPARTMENT OF THE NAVY**  
**ELECTRONIC ATTACK SQUADRON 131**  
FPO AP 96601-6415

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3 Dec 07

From: Commanding Officer, Electronic Attack Squadron ONE THREE ONE  
To: All Hands

Subj: LANCER ZERO TOLERANCE POLICY

1. The LANCERS continually set the standard across the board. Our success lies in our professional and personal conduct. Our Navy's Core Values of Honor, Courage and Commitment provide our guide; don't compromise your integrity. Everyone deserves to be treated with respect.
2. Consistent with Department of the Navy policy, while ensuring good order and discipline, I will not tolerate: illegal drug use (including performance-enhancing), DUI, sexual harassment or abuse, fraternization, hazing, favoritism, domestic violence or reprisal. Any departure from these mandates jeopardizes our mission effectiveness and the trust of the American public.
4. I am firmly dedicated to promoting and enforcing a command climate in line with our Core Values. It is every LANCER's responsibility to adhere to and immediately report any actions counter to these principles. I will investigate each allegation thoroughly and hold individuals accountable for their actions under the guidelines of the UCMJ.
5. Resolving/Reporting.
  - a. Sexual harassment, fraternization, hazing, reprisals and equal opportunity. Attempt to resolve at the lowest level. If unable, elevate to the appropriate chain of command not personally involved. Individuals are also encouraged to seek counsel with the Command Master Chief, CMEO, SAVI, Legal Officer, and Fleet and Family Support Center as appropriate. Reprisals against any individual will not be tolerated.
  - b. If elevated to my level and I can't resolve to the individual's satisfaction, I will assist in filing formal grievance procedures.

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6. I am personally committed to providing a positive working environment for every LANCER; each of you is entitled to and deserves the same. This policy is relegated to a piece of paper unless each of us promotes and enforces its directive through strict adherence to our Core Values.

A handwritten signature in black ink, appearing to read "B. T. Jensen". The signature is fluid and cursive, with a large loop at the end.

B. T. JENSEN