

MEMORANDUM FOR ALL MEDDAC PERSONNEL

SUBJECT: Prevention of Sexual Harassment Policy

1. I will not tolerate any behavior in which a person in a supervisory position uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a soldier or civilian employee—this is sexual harassment. In addition, any soldier or civilian employee who makes deliberate or repeated unwelcomed verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment. This behavior will not be tolerated.
2. Every soldier, civilian employee, and family member has the right to live and work in an environment free of sexual harassment. Any instance of sexual harassment should be brought to the immediate attention of the chain of command. If the complaint is against a member of the chain of command, one may notify the Chaplain, the Hospital Commander, any EO Representative or Advisor, the Staff Judge Advocate, or the Inspector General.
3. There will be no adverse action taken against any individual who files a complaint.
4. All supervisors must ensure that their soldiers and civilian employees understand the various forms of sexual harassment and the policies and procedures for filing complaints and correcting unacceptable behavior as quickly as possible. Complaints will be resolved swiftly and at the lowest level possible.

THOMAS W. SMITH
Colonel, MC
Commanding