MEMORANDUM FOR

Commanders, MEDCOM Major Subordinate Commands
Deputy Chiefs of Staff, OTSG/MEDCOM OneStaff
Directors, OTSG/MEDCOM OneStaff

SUBJECT: Commanding General's Anti-Harassment Policy

1. References:
   e. Army Regulation (AR) 3501, Army Training and Leader Development, 10 Dec 17.

2. Purpose: To describe the Commanding General's Anti-Harassment Policy.

3. Proponent: The proponent for this policy is the Office of Equal Employment Opportunity (EEO) Programs.

4. Policy:
   a. Army Medicine’s mission is to provide sustained health services and research in support of the Total Force to enable readiness and conserve the fighting strength while

*This policy supersedes OTSG/MEDCOM Policy Memo 16-039, 18 Mar 16, subject as above.
MCCG
SUBJECT: Commanding General's Policy Anti-Harassment Policy

caring for our Soldiers for Life, DA Civilians and Families. Our mission can be accomplished only with the support of every member of our organization working to their fullest potential in a professional environment free from any unlawful discrimination or harassment.

   b. Workplace harassment is defined as unwelcome conduct based on an individual's protected group when submission to such conduct is made either explicitly or implicitly a term or condition of employment. We are committed to the principles of equal employment opportunity and must ensure that workplace policies, practices and behaviors are fair, professional and non-discriminatory.

5. Responsibilities:

   a. Leaders at all levels must be vigilant in identifying inappropriate harassing behavior and work aggressively to eradicate it before it becomes severe or pervasive and violates law. This includes both sexual and non-sexual harassment. We must ensure that workplace policies, practices and behaviors are fair, professional and non-discriminatory.

   b. Any MEDCOM employee who believes that he or she has been the victim of harassment is encouraged to report it. Immediate reporting can help to bring about timely resolution to problem situations and assist management in taking appropriate corrective action. Contact should be made with the appropriate chain of command and/or servicing EEO (civilian), legal or personnel offices for prompt, thorough and impartial investigation. Army personnel who receive EEO inquiries from contract personnel should refer them to the servicing EEO office for information and guidance.

   c. Persons who make a claim of harassment, witnesses or others who provide information related to the claim will be protected against retaliation. We must also protect confidentiality to the fullest extent possible.

6. Procedures: Commanders, managers and supervisors must take all complaints of harassment or unlawful discrimination seriously. The advisors listed at 5.b. above are available to assist management officials in reporting and investigating complaints of harassment to ensure that all parties are contacted, the situation is documented and appropriate corrective action is taken when harassment has occurred.

7. Training: Every civilian employee and their supervisor (military or civilian) in MEDCOM are required to complete their annual EEO, Anti-Harassment, No FEAR Act Training. The training for supervisors and non-supervisory personnel is available online to familiarize you with your responsibilities and the complaint forums available to all personnel. The Department of Army Implementing Procedures for Anti-Harassment
MCCG
SUBJECT: Commanding General's Policy Anti-Harassment Policy

Policy, AR 690-12 Appendix D, is also available through your servicing EEO office to further assist management and employees in addressing issues of harassment.

8. This policy will be posted on all official bulletin boards and websites.

NADJA Y. WEST
Lieutenant General, U.S. Army
The Surgeon General and
Commanding General, USAMEDCOM

MAY 18