



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY MEDICAL DEPARTMENT ACTIVITY
2480 LLEWELLYN AVENUE
FORT GEORGE G. MEADE, MARYLAND 20755-5800

REPLY TO
ATTENTION OF

30 July 2004

POLICY STATEMENT NO. 4

PREVENTION OF SEXUAL HARASSMENT

1. Sexual harassment is a form of sexual discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal and physical conduct of a sexual nature. Sexual harassment occurs when a male or female supervisor makes the granting of economic or other job related benefit contingent upon the receipt of sexual favors from a subordinate, or punishes that subordinate for refusing to comply. Sexual harassment also occurs when supervisors or co-workers create or foster a hostile or uncomfortable working environment for subordinates based on their gender.
2. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence or affect the career, pay or job of a military member or civilian employee is engaging in sexual harassment. Similarly, any military member or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures or physical contact of a sexual nature is also engaging in sexual harassment.
3. Sexual harassment, including conduct that can be perceived as such, is not acceptable in this Command. Allegations of sexual harassment will not be ignored. The first level supervisor above the alleged or suspected offender will aggressively investigate the matter and take appropriate action in accordance with law and regulations.

A handwritten signature in cursive script, appearing to read "Billie J. Mielcarek".

BILLIE J. MIELCAREK

COL, SP

Commanding

DISTRIBUTION:

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