



**DEPARTMENT OF THE ARMY**  
Evans Army Community Hospital  
7500 Cochrane Circle  
FT Carson, CO 80913-4604

MCXE

1 July 2003

POLICY NUMBER 5

MEMORANDUM FOR USA MEDDAC STAFF

SUBJECT: Sexual Harassment

1. Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature when the following occurs:

a. Submission to or rejection of such conduct is made, either explicitly or implicitly, a condition of a person's job, pay, or career.

b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person.

2. Such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.

3. A soldier or civilian employee:

a. 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 another soldier or civilian employee, is engaging in sexual harassment.

b. Who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.

4. Sexual harassment is not limited to the workplace. It can occur anywhere. Soldiers or Army civilians will not reengage in sexual harassment. It interferes with mission accomplishment and unit cohesion; it violates acceptable standards of integrity and impartiality required of all Army personnel. Sexual harassment will not be tolerated.

5. I encourage any soldier or civilian who has an Equal Opportunity or Sexual Harassment complaint to come forward. Violations should be reported to your supervisor and your Equal

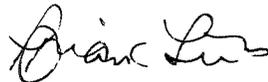
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Opportunity Representative (EOR) for resolution at the lowest level. If the complaint cannot be resolved, a formal complaint can be filed through the EORs in the Troop Commander's office. The EORs will contact the appointed Equal Opportunity Advisor for further assistance. The first appellate authority is the Hospital Commander.

6. Reference Army Command Policy, AR 600-20, dated 13 May 2002.



BRIAN C. LEIN  
COL, MC  
Commanding

This policy supercedes Policy 2, dated 25 Feb 2003