



DEPARTMENT OF THE ARMY
Fort Carson Medical Department Activity
1650 Cochrane Circle
Fort Carson, Colorado 80913-4604

REPLY TO
ATTENTION OF

MCXE

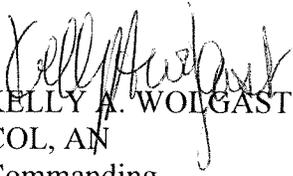
10 September 2007

MEMORANDUM FOR USA MEDDAC STAFF

SUBJECT: Policy Number 4 - Sexual Harassment

1. Purpose: To promote an environment free from any form of sexual harassment.
2. References: Army Regulation (AR) 600-20, Army Command Policy, 7 June 2006.
3. Policy: Sexual harassment is a form of discrimination that involves unwelcomed sexual advances, requests 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.
4. Such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment and will not be tolerated.
5. A Soldier or civilian employee who:
 - a. Is 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. Makes deliberate or repeated unwelcomed verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.
6. Sexual harassment is not limited to the workplace. It can occur anywhere. Soldiers and civilians will not engage 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.
7. I encourage any Soldier or civilian who has a Sexual Harassment complaint to come forward. Violations should be reported to your supervisor and your Equal 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 GPRMC Equal Opportunity Advisor for further assistance. The first appellate authority is the Hospital Commander and the Warrior Transition Unit Commander.


KELLY A. WOLGAST
COL, AN
Commanding